

Board of Directors Report: AVVA National Disciplinary Committee

Date: January 2021

It is the Disciplinary Committee's charter to safeguard the integrity, ethics and core values of the Corporation, its officers and the general membership. This is sometimes accomplished by exercising the processes set forth in the Disciplinary Code, but more often than not, we do so with advice and counsel.

Throughout the course of 2020, members of the Disciplinary Committee mitigated instances of inappropriate and/or unethical behaviors such that resolution was achieved without filing charges. The committee is therefore pleased to report that we closed out 2020 without processing any new disciplinary charges and with no disciplinary action(s) pending.

ACCOMPLISHMENTS:

- Provided advice and counsel as needed

GOALS THRU END OF TERM:

- Promote and provide counseling as appropriate
 - Conflict resolution
 - Continue to mitigate undesirable and/or unethical behaviors
- Revise Disciplinary Code.
- Train committee members – processing charges
- Train BOD – processing charges

IMPACT OF GOALS ON NEXT YEAR'S BUDGET:

- None

HOW THE BOD CAN HELP ME TO ACHIEVE MY GOALS:

- Encourage conflict resolution at the lowest possible levels
- Encourage eliminating inappropriate behaviors thru appropriate counseling and follow-up
- Emphasize that all members are valued
- Emphasize that revocation of membership is always an undesirable outcome

As always, the Disciplinary Committee encourages suggestions to improve the quality, clarity and effectiveness of the Disciplinary Code.

Respectfully Submitted,

Joanne Blum, Co-Chair
National Disciplinary Committee

Nina Schloffel, Co-Chair
National Disciplinary Committee