

Problem Behaviors

Policy Statement

It is the policy of the Mountaineers to deal promptly and fairly with those rare instances of individual behavior that intrude on the safety and enjoyment of others.

Application

1. During a club activity, leaders are responsible for letting a participant know if he or she is not fulfilling reasonable participant expectations.
 - Discussion should be held in private if possible
 - The discussion should focus on identifying the problem, clarifying expectations, and communicating corrective actions.
 - If a participant identifies problem behavior with a leader, he or she should try to resolve it in a similar manner during the activity.

2. If the problem cannot be sufficiently dealt with during an activity, or if repeated problems with the same person occur, action may be referred to the sponsoring branch, division, or committee chairperson in writing.
 - The chairperson, or a designee, shall initiate a discussion with the participant about the perceived problem.
 - The discussion should take place as soon as possible to prevent escalation of the problem.
 - The discussion should focus on identifying the problem, corrective action, and if necessary, restrictions that may be imposed.

3. The branch, division, or committee sponsoring the activity may limit or deny further participation to any individual who has demonstrated that his or her actions jeopardize the safety or enjoyment of others.
 - If restrictions are imposed, the chairperson shall document the decision in writing and send copies to the participant, division or branch chair (if applicable), the executive director, and the president.
 - Restrictions shall apply as follows:
 - Committee chairpersons may impose restrictions only for their committee's activities in their branch.
 - Branch or division chairpersons may impose restrictions only for their branch or division.
 - The executive director may impose clubwide restrictions if necessary.

4. Participants may appeal restrictions in writing as follows:
 - If a committee chairperson has imposed a restriction, it may be appealed only to the branch or division chairperson, whose decision is final.
 - If a division or branch chair or the executive director has imposed a restriction, it may be appealed only to the club president, whose decision is final.

5. Expulsion may be considered in extreme cases, with action taken by the board as described in Article V (Membership).

Responsibilities

Branch, division, and committee chairpersons are responsible for administering this policy.

The executive director is responsible for administering restrictions using the activity sign-up system.