

Liberal Arts Council

October 6th, 2020

L.A.C.B 2001

A Bill to Amend the Liberal Arts Council Constitution to Create a Code of Conduct and Modify Proceedings
for Dismissal and Sanction

- WHEREAS, Currently, the Liberal Arts Council Constitution does not sufficiently outline member conduct, and;
- WHEREAS, There is symbolic and practical value in deliniating specific conduct that is expected of council members, particularly in relation to issues such as sexual misconduct, discrimination, and hazing, and;
- WHEREAS, The Constitution only provides a framework for dismissal and no other lesser form of sanction outside of points probation, and;
- WHEREAS, Creating lower level of sanctions would allow the Executive Board to levy proportional penalties on council members engaging in misconduct when they do not deserve to be dismissed outright, and;
- WHEREAS, The process for the Executive Board to render verdicts on dismissal or sanction of council members ought to be improved to remove bias and be mindful of the wishes of those who may have been harmed by alleged violation of council policy; therefore, be it,
- ENACTED, The Liberal Arts Council Constitution be amended to mandate the creation of a council code of conduct, and to modify the process for official sanction or dismissal of members, so that it reads as follows:

ARTICLE IV

DISMISSAL FROM COUNCIL AND SANCTIONS

1. There will be a Liberal Arts Council Code of Conduct.
 - a. This Code of Conduct will be enshrined as a standing bylaw of council.

- b. New Members will need to affirm that they have read and understand this Code of Conduct before beginning duties in council.
 - c. Continuing members will need to affirm that they have read and understood the Code of Conduct when they confirm that they will continue their membership at the end of each semester.
 2. Members may be **sanctioned or** dismissed from Council on the following grounds:
 - a. Failure to meet the mandatory attendance policy; or
 - b. Failure to fulfill the duties as set forth by the Council; or
 - ~~c. Members can be placed on probation or be dismissed from Council on the grounds of misconduct/behavior that is deemed detrimental to the mission and integrity of Council. Conduct dismissal includes, but is not limited to: Committing an infraction against the Liberal Arts Council Code of Conduct.
 - i. ~~Improper representation of council.~~
 - ii. ~~Improper activities during events associated with the Council.~~
 - iii. ~~Improper interactions with any council members~~
 - iv. ~~Abuse of membership/representation as a Liberal Arts Councilmember.~~~~
 3. Sanctions that may be placed on a member should be proportional to the severity of the infraction include the following:
 - a. Formal reprimand
 - b. Probation
 - c. Temporary suspension of council duties
 - d. Temporary suspension of council membership
 4. Concerns of **misconduct** infractions against the Liberal Arts Council Code of Conduct may be brought to the attention of any Executive Board Officer ~~the Internal Director~~ before an investigation and formal warning process may be initiated ~~at the discretion of the Membership Director~~.
 5. Members subject to dismissal **or sanction** are to be given a formal warning, and are required to meet with the **Internal Director and Membership Director Executive Board** following the warning. The **Executive Board** will decide as to

further the dismissal **or sanction** process or to leave a formal warning in place, based on the prescribed procedures in Article IV §1.

6. Dismissal from council **or sanction** on the grounds stated in Article IV §1 must be voted upon by the Executive Board. There must be a majority vote for dismissal **or sanction**.
 - a. **Executive Board officers with conflicts of interest that would prevent them from making an unbiased ruling must recuse themselves from this process**
 - b. In the case of a tie, the weight of the tie-breaking vote will be held by the President.
 - c. Executive Board may conduct a special vote, in which the results of a unanimous vote would result in immediate suspension of a member from all Council interaction and association without warning. The suspension period lasts 7 business days, at the end of which the Board must take action regarding the member in question.
 - d. **At the discretion of the executive board, egregious violations of the University Code of Conduct or Liberal Arts Council Code of Conduct may be reported to the Dean of Students.**
 - i. **In the case of an alleged violation of university sexual misconduct or Title IX policy, the Executive Board may only report the alleged complaint to the university if the alleged victim of the offense willingly provides permission for the Executive Board to do so.**
7. Dismissed members may appeal the decision of dismissal within one week of notification.
8. The Executive Board will review appeals and after appropriate consideration, all members of the Executive Board will vote on the appeal. Appeal voting will be held to the same requirements of Article IV §4. 1. The Executive Board, upon petition of the respective committee chair, has the power to remove any member who fails to meet substantive committee requirements.

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