



The Fathers' Rights Movement

Suspension Policy

ARTICLE 1. PURPOSE

The Fathers' Rights Movement, herein known as TFRM, is operated on an executive level by its Board of Directors, herein known as the Board, and on a day-to-day level based on a hierarchy structure approved by the Board. Because of the privileges and access granted to certain volunteers within the organizational structure, the establishment of this policy was deemed necessary to safeguard the assets and interests of TFRM.

ARTICLE 2. REASONS FOR SUSPENSION

Suspensions may be used as corrective action or during a period of investigation. Reasons for suspension as a corrective action are often less severe than reason for disengagement of volunteer services and may include, but are not limited to, violations of policies, insubordination, unethical practices, and failure to represent TFRM in alignment with the organizational mission and goals.

ARTICLE 3. BOARD MEMBERS

Members of the Board may not be disengaged through an Executive Decision. However, an Executive Decision may be made until an Executive Session of the Board can be held in order to determine if the best course of action such as disengagement, continued suspension, an alternative disciplinary measure, demotion, or re-instatement. If a Board Member is suspended, a special session of the Board shall be called or it the suspension shall be the first item on the agenda after the Call to Order section of the first meeting immediately following the suspension's start date. The session selection shall be at the discretion of the President and Vice-President of the Board.

ARTICLE 4. AUTHORITY TO SUSPEND

Only Board Members have the authority to suspend and/or disengage any volunteer from the organization. Board Members may only suspend and/or disengage a volunteer that falls under his/her chain of command. He/she may not cross departmental lines to implement any form of disciplinary action on another volunteer.

In any matter regarding the suspension of a Board Member, Vice-Presidents do not have the authority to suspend a Board Member without approval from the President. If the Board Member in question is a Vice-President, the President must obtain approval from another

Vice-President. If the Board Members is the President, both Vice-Presidents and the Secretary of the Board must be in agreement.

ARTICLE 5. ACCESS DURING SUSPENSION

During a period of suspension, levels of access to TFRM assets are strictly at the discretion of the Board Member initiating the suspension. The volunteer undergoing the suspension may have a restriction placed on his/her access to any or all TFRM systems, social media platforms, internal communications, and other TFRM assets. It is not required for the volunteer to receive notice of restriction of access or suspension prior to the restriction being implemented.

ARTICLE 6. PROCESS

If a Board Member wishes to suspend a volunteer, he or she must inform his or her direct supervisor before proceeding. He or she shall notify the Secretary of the Board to ensure it is properly recorded in the Volunteer Record and if necessary any non-social media restrictions are implemented as required. If the volunteer is an extempore editor of another Chapter or the Central Facebook page, the Board Member must notify the Regional Director or Social Media Director of the restriction which will be implemented without debate until the suspension end date is reached.

If a suspension is implemented, a specific end date to the termination will be established upon implementation. Notices of the suspension will be given as follows:

	<u>Specific Notice of Suspension</u>	<u>General Notice of Suspension</u>
Recipients:	Volunteer in question, Supervising Board Member, Secretary of the Board, <i>If applicable: Chapter Lead, Departmental Manager</i>	<i>If applicable: Subordinates, Regional Directors for extempore positions, Social Media Director</i>
Included:	Implementation and end dates, reasoning, next steps.	Implementation and end dates.
Within:	Within 24 hours.	Within 48 hours.
Method:	E-mail and Private Facebook Chat.	Private Facebook chat.

	<i>Optional: Phone conversation in addition to the aforementioned methods.</i>	
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If the suspension is found to be unwarranted and is lifted, the Secretary of the Board will remove the suspension from the Volunteer Record and all access shall be restored. Inappropriate or frivolous suspensions will be handled at a Board level during an executive session.

Version	Date	Comments
REV-01.00	09MAY2016	Creation of Document. Author: C. Feinberg
REV-01.01	10MAY2016	Added session details to Section 3. Author: C. Feinberg