

Spokane Folklore Society

Discipline Policy

The Spokane Folklore Society has developed this Discipline Policy in order to promote respect, safety & security for all persons attending the SFS Events.

Failure to follow the SFS Code of Conduct may result in, but is not limited to the following actions:

1. Talk to the offended person and witness if available.
 - a. acknowledge that the concern has been received;
 - b. indicate how the board proposes to deal with the matter; and
 - c. give an estimate of how long the envisioned process might take
 - d. establish contact person(s) for follow-up
 - e. Enter Incident Report
2. Counsel the offending person by two Board members with reference to the SFS Code of Conduct.
 - a. If direct observation occurs, a single Board member may address an offending individual at the time of the action.
3. Send official warning by certified mail to offender if no improvement is noticed after counsel session.
4. If no improvement is seen after 1st letter is sent, send 2nd certified letter with warning and notification of Probation status for 1year duration.
 - a. If the subject has no further occurrences after 1 year, the Probationary term will be lifted.
 - b. In the event that there are new occurrences at any point in time after the Probationary term is lifted, the Board may move to eliminate policy steps at their discretion.
5. If no improvement is seen or further violations of Code of Conduct occur while on Probation, the Board will send a final certified letter banning the offender from any further SFS dances.
6. In cases of especially egregious disregard for the adopted Codes of Conduct, such as nonconsensual or inappropriate touch or intimidation, the Board may vote to eliminate certain steps and move to place the offender immediately on Probation OR ban them from future events

Adopted date: **01-07-2020**