



Three Strikes Policy

This Policy is designed to provide an escalating series of consequences to govern the behavior of Members who act in ways inconsistent with the policies, bylaws, and rules of the GVHS. This Policy does not abrogate the discretion of the Board of Directors (BOD) to immediately remove a Member from the organization pursuant to its authority as set forth in Section 3 of the *Bylaws of the Gypsy Vanner Horse Society*.

In an effort to provide Members notice of improper behavior that violates the policies, bylaws, and rules of the GVHS, regardless of whether said behavior is/was the subject of an official complaint, the BOD will determine and issue the following escalating series of Strikes as circumstances may warrant:

- a. Strike 1 – written warning with a summary of the improper behavior and citation to the specific policy, rule, or bylaw it violated;
- b. Strike 2 – written warning with a summary of the improper behavior and citation to the specific policy, rule, or bylaw it violated *and* notice that if the Member's improper behavior escalates into a Strike 3, the next Strike may result in expulsion from Membership and;
- c. Strike 3 –written notice with a summary of the improper behavior and citation to the specific policy, rule, or bylaw it violated and notice that the Member is being removed from Membership and/or relieved of any position or official duties he/she may hold within the GVHS. GVHS will follow the removal procedure referenced in the GVHS By-Laws ARTICLE II, Section 3. (b).

Only the BOD can issue a Strike against a Member. The BOD shall maintain a record of Strikes as issued against any Member and Strikes shall expire 24 months after their issuance.