

APPENDIX C

Progressive Discipline

Complaint filed within 3 months to National, State or Local Commander



Complaint
Presentation of Charge within 3 months

Misconduct
Disloyalty
Filing lawsuits
Failure of officer to provide information
Failure of officer not to fulfill duties
Misappropriation of Funds*
Embezzlement of Funds*
Notorious, Improper or Immoral Conduct
Criminal Offenses
Sexual Harassment*
(*Charges can be filed at any time)



Ethics Committee

No Merit



Complaint Dismissed

Merit



Investigation Committee



Findings to Commander



Commander Appoints Mediator



Unsuccessful Mediation



Hearing – scheduled in 5 days
15-day notice to charged party



Charged party has 15 days to respond



FOLLOW HEARING PROCEDURE



Successful Mediation



Complaint Resolved