

# **DRAFT DOCUMENT GROUNDS FOR REFUSAL OF MEMBERSHIP**

## **Applications for renewal of membership**

1 That the membership application is from a former member who has had their membership terminated and that the revocation of membership has been confirmed by the membership of the organisation at a Special General Meeting.

- 1.1 All avenues of appeal have been exhausted and no new relevant information has been offered sufficient to warrant a second evaluation.
- 1.2 The former member has taken no action to redress identified deficiencies in his or her conduct in line with recommendations from the MC. These may be retraining mentoring performance monitoring and specific directions as to future conduct
- 1.3 The former member has not attempted to reconcile his differences with the committee and or the person or persons raising the causes of concern.
- 1.4 The former member has refused to cooperate with the committee or its directions in this matter.
- 1.5 The committee have reason to believe that this former member may be reasonably thought to be liable to commit similar actions in the future to the detriment to the health and safety and well being of members of the organisation. Further has taken no traceable actions to amend or redress or modify the behaviour complained of in terms of personal development issues. Traceable actions include undergoing recognised courses in anger management, communications skills, sexual equality, drug and alcohol counselling and other recognised therapies.
- 1.6 The applicant is the subject of a current Prevention of Violence Order preventing them to be in the company or presence or vicinity of another member or members who are named in the order.

**Draft document: grounds for rejection of membership.**

2 That the applicant is proven to be the subject of a current Prevention of violence order or other injunction in which an existing member or members are named recipient of a court order or injunction requiring them not to be in the presence of or near to any existing member of the organisation.

( see 1.6)

2.1 That the applicant has a proven public record of actions and speech that is inimical to the aims and aspirations of the organisation these may include among others public support for racist groups and homophobia and any conduct that militates against the rights of any and all minorities be they based on country of origin ethnicity religion or sexuality, Or they have made and issued threats or committed an act of violence against the person or persons of current members.

2.2 That they refuse to sign the members code of conduct current at the time of application or any other part of the rules that apply to membership.

2.3 That they have had membership terminated on a previous occasion see clauses 1 to 1.6

2.4 That they refuse to apply for a blue card/ or are declined a blue card. See working with young adults

2.5

Grounds for appeal : DRAFT

### **Rejection of Membership.**

Appeals shall in the first instance be referred to the Human Resources Committee. The organisation shall issue a receipt for the document or documents and place in a sealed envelope for the attention of the HR committee.

The appeals shall be held within twenty eight days of being lodged or the next scheduled meeting of the HR committee. The management committee shall be appraised of the findings of the HR committee and if in agreement shall confirm in writing the grounds for rejection to the applicant. If no agreement can be reached between the two committees the matter shall be referred to the next members meeting where the matter will be decided. The appellant may attend and address the meeting for no more than ten minutes

Grounds for appeal shall be

3 That the information given to the committee was not factual and or substantially incorrect and that there is ample documentation and or witness statements to disprove it.

3.1 That the appellant has taken substantial steps to disassociate themselves from previous actions and conduct and has done so publicly.

3.2 That all those who were effected by the reported behaviour have been apologised to in writing.

3.3 That the appellant has undertaken approved courses or counselling to resolve previous issues and behaviour patterns and can demonstrate that they have completed the remedial activities in all and every respect

3.4 That the appellant can demonstrate support from a number ( ) of experienced members who will undertake to help and assist the candidate and provide extra training and mentoring should it be required.

3.5 That the appellant fully understands that any proven repetition of the behaviour that gave rise to the revocation of membership will result in dismissal from the organisation for at least one year

