

When it is necessary to protect the Club from harm, ensure a safe and productive working environment for members and staff, members may have their membership terminated or their privilege to serve in leadership roles suspended. Standing Rule 5.10.2 spells out the rules governing this process.

(a) The Board has an obligation to protect the Club from harm, ensure a safe and productive working environment for members and staff, and foster a Club in which people want to participate in its mission. To assist in fulfilling this obligation, the Board delegates the authority for termination of Club membership or suspension of member privileges, including the privilege of serving in elected or appointed Club leadership positions, to the Executive Director, Club President, and chair of the Board Volunteer Leadership Advisory Committee. This delegation does not impair the authority of the Board or any Club officer to take action required in an emergency or by law.

(b) Any Club member may request to terminate a membership or suspend a member's privileges by submitting such a request to the Club's Executive Office. The reason for such a request must be that the actions of the member:

- (i) constitute Misconduct as defined by Standing Rule 2.2.6;
- (ii) constitute Sexual Harassment as defined by Standing Rule 2.2.7;
- (iii) significantly undermine the work of volunteers or staff by repeatedly creating a public misimpression about the Club, its positions or policies;
- (iv) are repeatedly hostile or harassing of others – in meetings, at Club activities or offices, or in public venues – so that others become fearful, apprehensive, or reluctant or unwilling to participate in Club activities with that member; or,
- (v) have significantly disrupted or impaired the work of the Club, or will significantly disrupt or impair it if the actions continue. The request should include a description of the ways in which the Club is, or may be harmed by the actions of the member; contact information for individuals who have been affected by the actions of the member and who have information relevant to the request; and a statement, if applicable, describing prior efforts to resolve these concerns.

(c) Upon receipt of a request, the Executive Director, President and chair of the Board Volunteer Leadership Advisory Committee have the discretion to determine that the request appears to be premature, of an insignificant nature, merely a personal grievance, or possessing some other circumstance that should be dealt with more appropriately by other means. They shall not be obligated to take any further action on such requests other than to inform those who have requested such action of that determination.

(d)

(i) If the Executive Director, President and Board Volunteer Leadership Advisory Committee chair determine the request may warrant action, they

will inform the member and those who have requested the investigation of that determination. The

Executive Director, working with staff, shall then conduct an investigation, including contact with the member who is the subject of the request and with others who have knowledge about the situation. The results of that investigation must be presented by staff to the Executive Director, the President and chair of the Board Volunteer Leadership Advisory Committee ("Panel") and they must reach consensus on appropriate action, if any.

(ii) If they agree to take action, they will notify the member in writing of this decision, the reasons for it, and the effective date of the action.

The action will become effective 15 days after notice is given by registered mail, or other method

reasonably calculated to provide actual notice, sent to the last address of the member shown on the Club's records. Copies of this notice must be sent to the chair of the member's chapter and group, to the leader, member or entity initiating the request, the chairs of any other affected entities, if known, and to the Board. This notice shall inform the member that the termination of membership or suspension of member privileges may be appealed in writing to the Volunteer Leadership Advisory Committee, c/o Sierra Club Executive Office, 2101 Webster St #1300, Oakland, CA 94612, sent not less than 5 days before the effective date of the decision.

(e) The Volunteer Leadership Advisory Committee shall review all timely appeals from members and decide whether to overturn the Panel's decision or let it stand. Pending review of such an appeal, suspension of member privileges becomes effective as per the notice; termination of membership only upon Volunteer Leadership Advisory Committee action to let the decision stand.

(f) This rule, and the rules cited herein, apply to Directors only to the extent allowed by law and the Club's Articles and Bylaws, including Bylaw 5.10.

Adopted as a policy 03/1-2/97; amended and adopted as a Standing Rule 10/15-16/97; amended 11/16-18/01; amended 02/22/03. 05/20-21/05, 05/19-20/06, 06/15/06, 02/24/07, 05/16/08, 11/20/10