

Member Disciplinary Policy

5-8-18

Disciplinary Action. In the event that a member engages in prohibited conduct including but not limited to impermissible or inappropriate use of member communications channels, conduct harmful to the Cooperative, its members, or third parties, violation of the Member Agreement, the Acceptable Use Policy, or any other agreement in connection with the RChain platform, or other conduct deemed to be prohibited by Cooperative policy, the member may be sanctioned in a disciplinary action.

Disciplinary Body. Member disciplinary actions shall be judged by the Cooperative's Executive Committee, or by a subcommittee or person(s) designated by the Executive Committee as a disciplinary body to review member conduct and decide member disciplinary issues. In the event that there are several such disciplinary bodies, only one disciplinary body shall be assigned to judge each separate disciplinary action.

The disciplinary body shall maintain a written record of any disciplinary action in which a sanction is applied, including the member, the member's conduct, the justification for the conduct's prohibition, and the sanction applied.

Whenever the disciplinary body terminates the membership of a member, the disciplinary body shall send a notification to the Board of Directors of the Cooperative including the written record of the disciplinary action, and any additional information or documents the disciplinary body deems appropriate for informational purposes concerning the disciplinary action.

Sanctions. Member sanctions for prohibited conduct range in severity from a written reprimand to termination of the member's membership in the Cooperative. Generally member disciplinary sanctions will increase in severity for members upon repeated infractions by the same member.

Upon a member's first disciplinary infraction, for example a violation of the Cooperative's Acceptable Use Policy, the Cooperative shall typically send a reprimand in writing to the member. The written reprimand will explain to the member the member's prohibited conduct and that the member is being reprimanded in response, and that an additional infraction may result in a more serious sanction.

Upon a member's second disciplinary infraction, the member will typically be banned from Cooperative member-exclusive channels, either for a limited duration as judged to be appropriate, or permanently, particularly if the member's infraction involves an intentional and repeated abuse of the Cooperative's member communications channels.

Upon a member's third disciplinary infraction, the member will have their membership in the Cooperative terminated, and that individual or entity will not be permitted to reapply for a new membership. Upon termination of their membership any rights the member has within the Cooperative acting as a member shall be immediately terminated, including but not limited to voting as a member.

In especially serious cases the disciplinary body may at its discretion apply a different sanction. In the interest of fairness the disciplinary body may in its discretion assign different sanctions, provided any alternative punishment shall be less severe than a termination of membership in the Cooperative.

The Cooperative has a zero tolerance policy for violence, death threats, and other serious harm against others. Use of Cooperative channels in any capacity for violence against any other person will result in termination of membership.

Contesting Sanctions. Any member against whom a sanction has been applied has the right to contest the sanction and have it removed. The member shall submit a written statement to the disciplinary body to dispute either the factual basis of the disciplinary action, or whether the conduct is prohibited.

If the disciplinary body reviewing a contested sanction for any reason overturns a sanction the member's record shall be amended to reflect this change.

Reprimands are only a warning and cannot be contested. Sanctions other than reprimands may always be contested by a member within a time limit of 30 days from the date of the sanction.

A member whose membership has been terminated will have an automatic 60 days from the date of the sanction to submit a statement contesting the termination of their membership which must be considered. If no statement contesting the termination of membership is submitted by that time, the member's statement contesting the termination of their membership shall be considered only at the discretion of the disciplinary body.

Upon a member contesting the termination of their membership, the disciplinary body may overturn its decision, or it may uphold its termination of the member's membership. If the disciplinary body decides not to overturn its decision to terminate, the member's statement and a statement by the disciplinary body shall go to the Board of Directors of the Cooperative for a final decision at the next meeting of the Board of Directors, or alternatively, by a subcommittee or person(s) the Board may designate to review such matters independently of the disciplinary body.