

Sanctions procedure of S.V.K. Dokkaebi



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1. Purpose

This sanction procedure outlines the sanctions that the board of S.V.K. Dokkaebi may impose on members, alumni, and external parties if deemed necessary. The board strives at all times to prevent the imposition of the sanctions by proactively addressing violations of the code of conduct through dialogue, thereby avoiding further escalation.

The sanctions outlined in this document are the maximum penalties able to be imposed; the board may impose a lighter sanction depending on the situation. Members are obliged to respect any sanctions imposed. The board is required to communicate clearly about the imposed sanctions to all parties for whom this information is relevant.

2. Primary Sanctions

The board is authorised to impose four types of primary sanctions on individuals affiliated with the association: an official warning, denial of access to activities, suspension, and termination of membership.

Official Warning

The board may decide to issue an official warning to a person who, despite receiving several general warnings, persists in violating the association's rules or disregarding the board's directives. The reason and duration of the warning will be communicated to the individual. The board determines the length of the warning depending on the severity of the violation.

Official warnings are recorded by the board and passed on to the succeeding board. Registered official warnings remain in administration for a maximum of two years. The secretary is responsible for maintaining the records, but the sitting board can internally decide to further allocate this task. This record includes the following information:

- The name of the person concerned;
- The nature of the warning;
- The date on which the warning was imposed;
- The duration of the warning;
- The expiry date of the warning.

- The number of previously received official warnings, including the date of registration.

Denial of access to activities

Members may be denied access to specific activities by the board if they believe that the nature of the offence is not serious enough for a suspension.

External parties or alumni may also be denied access to specific activities by the board. In addition, external parties or alumni may be denied access to all activities for eight weeks if they have two active official warnings. Each subsequent official warning during the registration period will result in a new denial of access to activities, with the denial period being extended by two weeks each time. The maximum duration of the denial period is three months. The official warnings remain in force after the denial until their expiry date.

(Temporary) removal of office or committee

The board may decide to temporarily or permanently remove a member from their committee or collaboration. It is also possible to remove a member from a specific office within a committee or collaboration, such as expulsion from chairmanship. This applies to regular members and honorary members. People in positions appointed by the General Assembly (ALV), such as board members, council members or confidential contact persons (VCP), are not eligible for this sanction.

Suspension

In the event of repeated violation of the code of conduct, the board may impose a suspension of up to three months on a member. A suspension deprives the member from all its regular membership rights for a certain period, including participation in activities and voting rights. Membership remains active during the suspension. At the end of the suspension, the member's original rights are restored.

In the event that a person has two active official warnings, an eight-week suspension will be issued. Each subsequent official warning during the registration period will result in a new suspension, with the suspension period being extended by two additional weeks each time. The maximum suspension period is three months. Warnings remain in force after the suspension until their expiry date.

If a member wishes to cancel their membership during a suspension, the regular process as described in article 5 of the statutes will be followed.

Termination of membership

Termination of membership is considered the most severe sanction that can be imposed on a member by the board. Termination of membership is carried out in accordance with the rules described in article 5.5 and 5.6 of the statutes.

3. Secondary Sanctions

In addition to the primary sanctions, the board may decide to impose milder sanctions that are more appropriate to the specific offence or situation. These may include:

- Issuing an official warning to the member;
- Removing the member from an activity;
- Prohibiting the member from alcohol consumption during an activity.

4. Objection and Appeal

If a member disagrees with a sanction imposed by the board, the member may raise an objection with the board within one month of the sanction's formal announcement. The member must justify why the sanction is disproportionate. If the board considers the objection to be valid, the sanction may be reduced.

If the board upholds its decision, the member may appeal to the ALV and present their defence. This process shall proceed as described in article 7, paragraph 2, sub c of the statutes. The board will present a statement explaining its decision to the ALV. The ALV may decide to reduce the sanction if it is deemed disproportionate. The appeal can only apply to the sanction(s) imposed, not to the determination of the violation itself.