



# FLY-A-WAYS RC Club

## Grievance Policy

Updated 2025

This grievance procedure provides a mechanism to enforce existing safety rules by providing a progressive disciplinary system when needed. Although most complaints can be resolved informally, if a complaint is serious or cannot be resolved, the matter should be referred to the Board of Directors for its consideration by means of a written documentation in the form of an e-mail or letter submitted to the President. At least one witness is required to be identified on the complaint. Viewpoints of both complainants and accused will be considered, and the FAW Board of Directors shall use its best judgment in carrying out action on the following:

**FIRST VIOLATION:** If deemed appropriate, a verbal warning will be given to the accused by the President or a member of the Board of Directors, and this will be recorded in the club records. Complainant and accused names will be kept confidential.

**SECOND VIOLATION:** The accused will be presented with a written warning, to be reviewed by the Board of Directors. If the Board so decides, the flying privileges of the accused may be suspended for an established time period. Complainant and accused names will be kept confidential.

**THIRD VIOLATION:** The President will notify the accused in writing of any disciplinary actions being invoked by the Board of Directors, potentially to include suspension or expulsion from the club. If requested by the accused, a notice to all club members via e-mail will inform of the opportunity to vote on said disciplinary actions at a scheduled meeting. Any member may be expelled from the Club upon a two-thirds majority vote by secret ballot of the membership present at the meeting. The expelled member may or may not be allowed to reapply for membership after the expiration of the expulsion time period.

Any member receiving a grievance who directs any retaliation, verbal or physical in action against any person filing said grievance, or any member of the Board of Directors, will be subject to immediate permanent expulsion from the Club. This is to include threats, intimidation, physical harm, intentional equipment damage, or any other action deemed to be retaliatory in nature by the Board of Directors.

This Grievance Procedure is a guideline. Any member engaging in practices or behavior determined by the Board of Directors to be a willful act which is a violation of any of the terms of the Club Bylaws, the Club Field Rules, rules of the AMA, or which is deemed detrimental to the Club sustainability, or the AMA, will be subject to immediate disciplinary action from the Board of Directors without the benefit of this Grievance Procedure. The Board of Directors is authorized to expel members without an all membership vote.