

Article IV UIMT Disciplinary Procedures

Section 1: General Provisions

- A) All disciplinary action taken by UIMT shall be done through due process following this procedure:
1. An investigation by the OIC followed by a recommendation to the Executive Council
 2. A vote by the Executive Council for whether or not to create an ad hoc disciplinary committee
 - a. No ad hoc disciplinary committee shall have as a member any person who is also a member of the OIC.
 - b. Ad hoc disciplinary committees shall have at least three (3) members, including the chair.
 3. A hearing before the ad hoc disciplinary committee.
 - a. The case favoring disciplinary action against a member of UIMT shall be presented by the chair of the OIC or a member of the OIC assigned by the chair.
 - b. The accused party shall have equal opportunity to present a defense or mitigation to the charges offered by the OIC.
 4. All decisions of any ad hoc disciplinary committee concerning a member of UIMT shall be final.
 - a. Certain penalties may be mitigated by appealing to the Executive Council pursuant to Article IV §4.G. of the UIMT Constitution.
- B) The chairperson of the OIC shall be excluded from any votes taken by the Executive Council in the course of disciplinary procedures.
1. The vote of the President in such matters shall be assumed by the Head Coach.
 2. In the event there is no Head Coach available to assume that vote then it shall be assumed by a Disciplinary Representative elected by the General Assembly.

Section 2: Impeachment and Removal of Officers

- A) Any officer against whom disciplinary action is being taken shall be excluded from any votes taken by the Executive Council in the course of those disciplinary procedures.
1. The vote of that officer in such matters shall be assumed by an Assistant Coach.
 2. If no Assistant Coach is available to assume that vote, then it shall be assumed by a Disciplinary Representative elected by the General Assembly.

- B) If the OIC builds a case against an officer of UIMT and the Executive Council votes to commission a disciplinary committee as a result of that case then that officer shall be considered “impeached.”
- C) If an officer of UIMT is convicted by a disciplinary committee he or she:
 - 1. Shall be permanently removed from his or her office.
 - 2. Shall be prohibited from running for any other office of UIMT at any time.
 - 3. Shall be subject to the same penalties for an offense that other members of the organization are subject to.

Section 3: Removal of Committee Members

- A) A person who is a member of a committee shall be removed from that committee upon conviction of any Constitutional violations, violation of any bylaws passed by the Executive Council, or incompetence in the execution of the duties of a member of that committee.
 - 1. Incompetence under this section shall include any actions which unduly impede the committee from efficiently carrying out its official responsibilities.
- B) The chair of a committee shall not be removed by this mechanism.
- C) If the person against whom action is being taken under the provisions of this Section is also an officer of UIMT, that person shall be excluded from any votes taken by the Executive Council in the course of this action.
 - 1. The vote of that officer in such matters shall be assumed by an Assistant Coach.
 - 2. If no Assistant Coach is available to assume of that vote, then it shall be assumed by a Disciplinary Representative elected by the General Assembly.
- D) If a member of any committee is convicted by a disciplinary committee he or she:
 - 1. Shall be permanently removed from the committee in which the offense was committed.
 - 2. Shall be subject to the same penalties for an offense that other members of the organization are subject to.

Section 4: General Offenses and Penalties

- A) There shall be three (3) types of offenses for which any member of UIMT shall be penalized.
- B) These offense are:
 - 1. Felonies, defined as a violation of any UIMT Constitutional provision.
 - 2. Aggravated misdemeanors, defined as a violation of any bylaw passed by the Executive Council which was defined as being punishable as an aggravated misdemeanor.

3. Misdemeanors, defined as a violation of any bylaw passed by the Executive Council which was defined as being punishable as a misdemeanor.
- C) If convicted by a disciplinary committee of a felony offense, a person shall face a mandatory lifetime suspension from UIMT.
 - D) If convicted by a disciplinary committee of an aggravated misdemeanor, a person shall face from a mandatory minimum of a one-year suspension from UIMT to a maximum of a five-year suspension from UIMT.
 - E) If convicted by a disciplinary committee of a misdemeanor, a person shall face from a mandatory minimum of a one-tournament suspension from UIMT to a maximum of a one-semester suspension from UIMT.
 - F) At no time may a disciplinary committee impose a monetary penalty.
 - G) Individuals facing suspension may attempt one appeal to the Executive Council.
 1. Such an appeal can only be made after the last tournament of the competitive season during which the person was sentenced and before the next General Election.
 2. The Executive Council may only mitigate a sentence of a disciplinary committee and may only do so by a unanimous vote.
 - a. Success of such an appeal shall reduce the sentence to a suspension from UIMT of the Fall Semester of the next competitive season, after which the person may resume active UIMT membership.