

APPENDIX IX DISCHARGE POLICY

Discharge: If a member demonstrates a lack of activity within the organization, lack of responsiveness, failure to fulfill responsibilities, violation of membership policies, and/or other salient issues, they may be discharged from CRI.

Step 1: The Member Support Team Leader, working with the Artistic Director or applicable Support Team Leader, will contact the member to inquire of their well-being and to ask if there are any issues that may be impeding full and contributing involvement in CRI and ask if the member wishes to maintain their membership. The Member Support Team Leader, along with the Artistic Director or applicable Support Team Leader, will identify and share with the member the area(s) in need of improvement.

Step 2: In the event that there is no improvement after a period of 2 weeks, Step 1 is undertaken for a second time. The area(s) in need of improvement will be reiterated to the member.

Step 3: In the event that there is no improvement after an additional period of 2 weeks (a total of 4 weeks), with two documented contacts with the member, a recommendation for membership discharge is made to the Board of Directors. At the next scheduled Board of Directors meeting, the Board of Directors will review documented reports regarding the member and determine whether membership should be revoked or continued. The Board's decision will be conveyed to the member by the Member Support Team Leader.

Immediate Discharge: In the event that a member's behavior (e.g., criminal behavior, violation of the CRI values statement, etc.) does not represent the best interests of CRI, as determined by the Board of Directors (with input from the Member Support Team Leader, Artistic Director and applicable Support Team Leader), the member can be immediately discharged by the Board of Directors.