

GOVERNANCE CULTURE**GC-9: Process for Addressing Board Member Violations****Monitoring Method: Board Self-assessment****Monitoring Frequency: Annually**

The Board and each of its members is committed to faithful compliance with the values stated in its policies. The Board recognizes that its failure to deal with a violation of its policies risks the loss of confidence in the Board's ability to govern effectively.

Therefore, in the event of a violation of policy, especially a member's willful and/or continuing violation, the Board ordinarily will address the issue by the following process:

- a. Conversation in a private setting between the offending member and the Board Chair or other individual member;
- b. Discussion in a private session between the offending member and the Board;
- c. Possible removal by the Board from any leadership or committee positions to which the offending member has been appointed or elected;
- d. Censure of the offending member of the Board as a means of separating the Board's focus and intent from that of the offending member.

Adopted: January 24, 2012