



CONDUCT OF MUSTANGS SALLIES AND RYDERS MEMBERS AND GUESTS DISCIPLINARY PROCEDURE

Each person shall, by accepting membership, agrees to conform to and abide by the provisions of the bylaws and the policies of the Board of Directors. All members of the Mustang Sallies and Ryders, including the Board of Directors, are expected at all times to conduct themselves in such a manner as not bringing discredit upon themselves or the Mustang Sallies and Ryders.

Each Mustang Sallie or Ryder, by applying for and accepting membership, by renewing his or her membership or by participating in Mustang Sallies and Ryders events, shall be deemed to confirm his or her obligation to abide by and conform to all provisions of the Bylaws, all Standing Rules, and all directives, policies, and procedures as set forth by the Board of Directors and President from time to time. No member of the Mustang Sallies and Ryders, regardless of position, shall conduct himself or herself in any manner unbecoming a Mustang Sallie or Ryder and/or that could reasonably bring discredit, shame, embarrassment or public ridicule upon the Mustang Sallies and Ryders.

Members of the Mustang Sallies and Ryders shall also be responsible and shall be subject to sanctions for the conduct of their respective invited guests at Mustang Sallies and Ryders events, in the event that a Mustang Sallies or Ryders' invited guest acts in a manner that would or could bring discredit, shame, embarrassment, or public ridicule upon the Mustang Sallies and Ryders.

Violations of parade conduct and costume violations are also subject to Disciplinary procedures.

Members of the Board of Directors who witness violations or become aware of violations shall be obligated to report these violations to the Disciplinary Committee.

This disciplinary procedure is set forth to assure notice to the offending member and an opportunity to respond to the allegations. Time frames are intended to be for reference to assure that the matters are handled promptly and fairly. Matters before the Disciplinary Committee are to be reviewed to establish whether a violation may have occurred and whether a matter needs more investigation before proceeding further. Once a recommendation is made by the Disciplinary Committee, the matter is to be brought before the Board of Directors in a closed session for deliberation and approval.

In the event that any member of the Mustang Sallies and Ryders, and/or Mustang Sallies and Ryders member's invited guest at a Mustang Sallies and Ryders event, violates the provisions of these bylaws any person may submit a written complaint against said offending member or his or her invited guest to the Chair of the Disciplinary Committee, hereinafter "Chair." All complaints against any Mustang Sallies and Ryders member, regardless of rank, shall be handled as provided herein.

The Disciplinary Committee shall consist of at least three members in good standing, one past president and the current President. The Mustang Sallies and Ryders legal counsel or designee shall also serve as non-voting member and advisor to the Disciplinary Committee.

The members of the Disciplinary Committee shall elect a Chair, who shall conduct the proceedings. In the event of a conflict of interest by a member of the Disciplinary Committee on a particular matter, then the affected Disciplinary Committee member shall state that there is conflict and shall not participate in that particular proceeding.

It shall be the duty of the President and the Board of Directors to forward all complaints to the Disciplinary Committee. Upon receipt by the Chair of the Disciplinary Committee of any complaint, the Chair shall review the complaint in a timely manner. The Chair shall contact at least two other members of the Disciplinary Committee to consult, to review the complaint, and to make a probable cause determination. If the Disciplinary Committee Chair and the two other Disciplinary Committee members unanimously find probable cause to believe that a violation has occurred, then the complaint will be set for further proceedings. If there is insufficient information, then the Chair of the Disciplinary Committee may request more information to establish probable cause. In the alternative, if the Chair and the two other Disciplinary Committee members unanimously believe there is no probable cause or that the complaint fails to sufficiently allege a violation, then the Complaint may be dismissed without further action by the Chair, with the unanimous agreement of the two other Disciplinary Committee members consulted.

In cases of first offense costume violations, the Chair of the Disciplinary Committee, with the concurrence of two Disciplinary Committee members, may send a letter of reprimand to the offending member without further action by the Disciplinary Committee.

In all other cases, a notation of the determination as described above as to a probable cause finding or no probable cause finding shall be attached to the copy of the complaint and the finding shall be sent to the person filing the complaint. A copy of the complaint and find shall be sent to the offending member. If no probable cause is found, the matter will be deemed to be closed.

If probable cause is found, the Chair of the Disciplinary Committee also may direct that a confidential investigation be conducted to obtain additional information, so as to be apprised of the entire nature of the complaint.

Upon the completion of the confidential investigation, if any, the Chair of the Disciplinary Committee shall direct that a copy of the complaint (and confidential investigation) be sent by United States certified mail, return receipt requested, to the offending member, at the last known address on file with the Mustang Sallies and Ryders. The offending member shall be directed to respond to the complaint in writing to the Chair of the Disciplinary Committee, within the latter of ten (10) days after receipt of the certified copy, or within fifteen (15) days after the first class mailing, if the certified mailing is unclaimed or undelivered. A prepaid postage mailing to the member at the last known address shall constitute sufficient notice to the member, whether accepted, unclaimed, or undelivered.

The complaint shall be accompanied by a notice that states the probable cause has been found to believe that a Bylaw, Standing Rule, directive, policy, and/or procedure as set forth by the Mustang Sallies and Ryders has been violated and/or that the offending member or his or her invited guest has conducted himself or herself, or has acted in a manner that is unbecoming a Mustang Sallies and Ryders member and/or that Mustang Sallies and Ryders member and/or an invited guest of a Mustang Sallies and Ryders member has acted in a manner that could reasonably be deemed to bring discredit, shame, embarrassment, or public ridicule upon the Mustang Sallies and Ryders.

Further, the offending member shall be advised that failure to respond in writing in a timely manner to the Chair of the Disciplinary Committee as provided herein, shall be deemed to be an admission of the allegations in the complaint, and that an appropriate sanction will be recommended based on the offending member's admission based on a timely failure to respond as required by these Bylaws. A list of the possible sanctions shall be enclosed. However the Chair of the Disciplinary Committee shall not be required to advise the offending member as to what the specific recommended sanction will be for the enclosed complaint.

If no timely response is received from the offending member, then the complaint shall be deemed to be admitted and the facts contained therein shall be deemed to be valid and true. Thereafter, the offending member shall have no right to contest the allegations of the complaint, the confidential investigation, or the matters contained therein.

Upon receipt of the written response from the offending member, or in the event that a timely written response is not received, the Chair of the Disciplinary Committee, shall call a meeting of the Disciplinary Committee.

Meetings of the Disciplinary Committee are confidential and are not open to members or the public. However, in its sole discretion, the Disciplinary Committee may invite person(s), including the person filing the complaint and the offending member, to attend designated portions of the Disciplinary Committee meeting so as to aid in their fact finding or other duties. The Disciplinary Committee may consider any matter which could reasonably lead to information regarding the alleged incident and the conduct of the offending Mustang Sallies and Ryders and/or his or her invited guest at a Mustang Sallies and Ryders event. Matters before the Disciplinary Committee are to remain confidential until a decision and recommendation to the Board of Directors has been made.

The Disciplinary Committee shall convene from time to time as necessary and shall convene to consider the complaint, the confidential investigation, if any, and the offending member's response, if any. If the complaint is disputed, the Disciplinary

Committee shall review the complaint, (and confidential investigation, if any) and the timely response by the offending member, if any, and other matter brought before the Disciplinary Committee. The Disciplinary Committee shall make findings of fact and make a determination if a violation has occurred, and shall make recommendations as to appropriate sanctions, if any.

If the Disciplinary Committee determines that no violation has occurred, then the complaint shall be dismissed without further action. If the Disciplinary Committee finds that the complaint was

filed in bad faith by a member of the Mustang Sallies and Ryders, the Disciplinary Committee shall have the authority to consider an appropriate sanction against any member filing a bad faith complaint.

If the Disciplinary Committee finds that a violation of these Bylaws, Standing Rules, directives, policies, and/or procedures as set forth by the Board of Directors and Chair of the Disciplinary Committee has occurred, or that a Mustang Sallies and Ryders member has conducted himself or herself in any manner unbecoming a Mustang Sallie or Ryder and/or a Mustang Sallie or Ryder (and/or an invited guest of a Mustang Sallie or Ryder) has conducted himself or herself in a manner that could reasonably bring discredit, shame, embarrassment or public ridicule upon the Mustang Sallies and Ryders, then the Disciplinary Committee shall consider the proper sanctions and action to be taken against the Mustang Sallies and Ryders member. The Disciplinary Committee shall have the authority to consider and to recommend any of the following sanctions, including but not limited to:

1. An oral reprimand to the offending member.
2. The issuance of a written reprimand to the offending member.
3. The imposition of a fine against the offending member to be paid within a specified time period.
4. The imposition of an obligation to perform "community service" work by the offending member to or for the benefit of the Mustang Sallies and Ryders or any other charitable organization as recommended by the Disciplinary Board, at a rate set by the Board of Directors.
5. The imposition of special conditions at Mustang Sallies and Ryders events, including but not limited to, the refraining from the use of alcoholic beverages, or other conditions, during Mustang Sallies and Ryders events.
6. The imposition of a probation, which specifies that certain terms and conditions be met in order to avoid more severe sanctions. In the event of an offending member's failure to successfully complete the terms and conditions of the probationary period within the time set forth, the member may be asked to resign or may be expelled from the Mustang Sallies and Ryders without further deliberation.
7. The suspension of the offending member from designated and/or all activities of the Mustang Sallies and Ryders for a period of time to be determined by the Board of Directors.
8. Suspension from service on the Board of Directors.
9. Any of the sanctions listed above, which are not inconsistent or contradictory.
10. Any sanction which is fair and appropriate according to the severity of the violation and the past conduct of the member.
11. The expulsion of the offending member from membership in the Mustang Sallies and Ryders.

The above-listed sanctions are not intended to be progressive. The Disciplinary Committee may recommend and Board of Directors may direct that a higher sanction be placed in effect regardless of lesser sanction available.

The Chair of the Disciplinary Committee shall direct that the findings of the Disciplinary Committee and the recommended sanctions shall be communicated to the offending member and to the persons who filed the complaint by United States certified mail, return receipt requested, at the last known addresses on file with the Mustang Sallies and Ryders. In the event that the original certified mailing to the offending member was unclaimed or undelivered then a copy also shall be sent to the offending member by United States mail first class delivery at the last known addresses on file with the Mustang Sallies and Ryders.

The offending member may accept or contest the recommended sanction. If the offending member accepts the recommended sanctions, he or she shall so signify in writing in a space to be provided at the bottom of the Notice of Findings and Recommendations of the Disciplinary Committee and Sanctions and shall return same to the Chair of the Disciplinary Committee within ten days after receipt of the certified mailing. The person making the complaint shall have no right to contest the sanctions. In the event that no timely response is received by the offending member, then the Disciplinary Committee shall file a report to the Board of Directors outlining the basis for the Disciplinary Committee's findings and recommended sanctions. Similarly, if the offending member agrees to the sanction(s), the Disciplinary Committee shall report the findings, recommended sanctions and the acceptance of the sanctions by the offending member.

If the offending member contests the recommended sanctions, the matter shall be brought to the Board of Directors at the next regular Board of Directors meeting. The matter shall be discussed and acted upon in a session closed to the general membership and the public. A simple majority or 51%, of the members of the Board of Directors present and voting is required to approve the decision of the Disciplinary Committee. In the event of a conflict of interest by a member of the Board of Directors on a particular disciplinary matter, then the affected Board member shall state on the record that there is conflict and shall not participate in that particular proceeding.

The Board of Directors only may accept or reject the factual findings of the Disciplinary Committee. However, the Board of Directors may increase or decrease the sanctions recommended by the Disciplinary Committee by the same simple majority or 51% of the members of the Board of Directors present or voting. The Board of Directors may use its sole discretion in applying sanctions to violations of the Bylaws. Disciplinary matters brought before the Board of Directors shall be closed to all except the Board of Directors, present and voting. However, the Board of Directors may allow the offending member to offer a statement either in writing or in person in regard to the pending specific disciplinary matter. Voting may be by written ballot upon approval of a Motion by the Board of Directors, by 51% of the members of the Board of Directors present and voting. There shall be no right to present evidence or testimony in regard to a disciplinary matter at the Board of Directors meeting. There shall be no right to appeal the decision of the Board of Directors on any disciplinary matter to any court or administrative tribunal member. The decision of the Board of Directors shall be a matter of record.

The Chair of the Disciplinary Committee shall direct that a copy of the decision of the Board of Directors be sent by United States mail, certified delivery, return receipt requested to the person filing the complaint and the offending member at the last known address on file.

Upon completion of the sanctions by the offending Mustang Sallies and Ryders member, the matter shall be closed.

In the event that an offending Mustang Sallies and Ryders member fails to abide by the sanctions as imposed by the Board of Directors, the Disciplinary Committee may be reconvened to consider an appropriate remedy to secure compliance, or the offending member may be sanctioned further, as deemed appropriate by the Board of Directors. Notice of any such meeting shall be given to the offending member as set forth above.