

**Final** Policy & Procedure for removal and reinstatement of ALA Members (submitted 1/6/2026)

#### REMOVAL OF -

The ALA reserves the right to remove any member for cause including but not limited to harassment, violent or other disruptive behavior, misuse of organization resources, or general misconduct. Such a removal must be authorized by a 2/3 consensus decision of the current organization officers.

ALA is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status in its membership or activities unless permitted by university policy for gender specific organizations.

When a member is deemed in violation of the Code of Conduct, they may be removed as follows:

- A written request to the Code of Conduct Committee with specific charges and documentation
- Charges need to be communicated in writing to the offender by the Code of Conduct Committee.
- The accused has the right to view charges against them. SEE CODE OF CONDUCT
- Code of Conduct Committee would then make the determination if the complaint is valid based on documentation
- Code of Conduct Committee would then report findings to the Executive Board for further action
- IF necessary, the Executive Board would then proceed with removal of member
- A majority vote is necessary to remove the offender.

## REINSTATEMENT -

The ALA values the opportunity for restoration and growth while maintaining the integrity of its community. Members seeking reinstatement must demonstrate accountability, corrective actions, and a commitment to upholding the association's standards.

The process for reinstatement should follow the COC guidelines for reinstatement.

EBD # 10.11

2024-2025