



Combat Veterans Motorcycle Association
National Board of Directors
11 East Kansas Street
Liberty, Missouri, 64068

NBOD
(20180124A) Revision A
MEMORANDUM FOR RECORD

29 August 2018
Expires: 15 February 2020

SUBJECT: CVMA POLICY ON DISCIPLINE

1. In Accordance With (IAW) the CVMA By-Laws Article 10 Section 8, the National Board of Directors (NBOD) establishes investigative committees to investigate and report on local disciplinary issues:
2. Chapter Investigative Committees will be comprised of the Command Officer members of the Chapter Executive Board (CEB)
 - a. Command Officers are defined in [CVMA Policy 3_1_12](#).
 - b. The committee may convene when required to identify disciplinary issues involving a member within the chapter.
 - c. The committee will gather and weigh pertinent information and evidence. Compile a written report of the committee's findings and present it to the State Representative.
 - 1) Request an immediate 10 day suspension of a member, from the State Representative (SR) if an urgent need is determined.
 - 2) Secure the suspended members CVMA property (i.e. Back Patch) for the duration of the suspension.
 - 3) Annotate in the member's 201 file a brief description of the action.
3. State Investigative Committee:
 - a. State investigative committees will be comprised of the SR (Committee Chair), State Sergeant at Arms (SSAA) and Chapter Commanders within the State.
 - b. In States with three or less chapters, Detachment Commanders will be included. In the absence of detachments, additional command officers will be appointed by the SR to the committee to bring the committee to a minimum of five members.
 - c. This committee may convene whenever there is a local discipline issue involving a member within the State.
 - d. In States where there are numerous chapters, the SR may limit the number of Chapter Commanders if the committee has a minimum of five members.
 - e. In States where there are no CVMA chapters, the SR will appoint four Full Members to comprise the committee.
 - f. IAW CVMA By-Laws Article 6 Section 9a) 5a), the committee will gather and review all pertinent information and evidence. Compile a written report of the committee's findings and charges if warranted. Conduct formal notification to the accused. Present a report of the committee through the Regional Representative (RR) to the NBOD.
 - g. IAW CVMA By-Laws Article 6 Section 9 SRs may:
 - 1) Dismiss or discipline unruly members with NBOD approval.
 - 2) Suspend unruly members for up to six months with a majority approval of the member's CEB.

- 3) Secure the suspended members CVMA property (i.e. Back Patch) for the duration of the suspension.
 - 4) Annotate in the member's 201 file a brief description of the action.
4. Regional Investigative Committee:
- a. Regional investigative committees will be comprised of the RR (Committee Chair) and a minimum of 4 of the SRs from within the Region. If four SRs are not available, chapter commanders may be used.
 - b. This committee may convene when there is a discipline issue involving members within the region. Where inter-Region conflicts occur, each Region may convene an Investigative Committee.
 - c. IAW CVMA By-Laws Article 6 Section 8 h), the committee will gather and weigh all pertinent information and evidence. Compile a written report of the committee's findings and charges if warranted. Conduct formal notification to the accused.
 - d. Present the report of the committee to the NBOD.
5. Any investigation concerning a State or Regional Representative will be reserved to the NBOD.
6. Investigations and committee reports are to be considered confidential in that they may not be disclosed to any non-member and limited to necessary members to protect any member that may be determined innocent.
7. Investigative Committee Reports will include (but are not limited to):
- a. A written outline of the infraction.
 - b. A copy of all evidence.
 - c. The committee's finding.
 - d. The recommendation of the committee.
8. Any member under investigation will be administratively suspended for the duration of the investigation, but not to exceed 90 days, unless the investigation is contingent on civil or criminal court action.
- a. Administrative suspensions are a measure to protect any investigation from undue influence and interference.
 - b. Administrative suspensions are not subject to appeal.
 - c. Administrative suspensions imposed on members under disciplinary investigation will not affect a member's good standing.
 - d. In the event an investigation finds a member in violation, any administrative suspension served, will be considered in the final disposition of any sanction.
9. Sanctions:
- a. Will be written and presented in person by the CEB or by certified mail if geographic location prevents in person delivery.
 - b. Comments placed in members 201 file shall be professional in nature and be limited to the offense and duration of the infraction. Examples below:
 - 1) Member suspended up to 10 days pending investigation.
 - 2) Member suspended for 90 days for violating CVMA By-Laws Article 3 Section 4.
 - 3) Membership terminated for violating CVMA By-Laws Art. 3 Sec. 6 b. and CVMA Policy 3-1-13)

10. While suspended, members are prohibited from:
 - a. Wearing the CVMA logo. This includes the CVMA Back Patch and any soft logos.
 - b. Participating in CVMA business.
 - c. Representing the CVMA.
 - d. Any suspension or sanction that fails to become substantiated will be removed from the member's record.
11. Members may appeal any Investigative Committee finding with a written request submitted to the next higher Investigative Committee. Appeals must be submitted NLT 7 days from notice of any sanction.
12. Point of Contact for this policy is the NSAA.

K F Douglas
Spartacus

National Secretary
Combat Veterans Motorcycle Association