

GRIEVANCE PROCEDURE OF THE CONFEDERATE STAMP ALLIANCE

1. Conduct Proscribed. Any member may be disciplined by reprimand, censure, suspension, or expulsion for any violation of the Alliance's By-Laws or other conduct which is detrimental to the welfare or interests of the Alliance or its members.

2. Immunity. No member shall be immune from charges of misconduct or discipline therefor because he/she is an Active, Sustaining, or Life Member or because he/she is an officer of the Alliance. In the discretion of the Grievance Committee, the resignation of a member against whom a complaint is pending will not suspend the jurisdiction of the Grievance Committee to pursue the complaint to a final determination.

3. Complaints. It shall be the duty of every member to bring to the attention of the Grievance Committee any substantial case of alleged misconduct by a member. Each complaint shall be in writing. The complaint shall be signed by the complaining party and shall state plainly the substance of the complaint. Complaints shall be addressed to the Chairman of the Grievance Committee. The Grievance Committee should not, however, be considered a collection agency for bad debt. Sufficient action should be taken by the complaining party for collection of funds prior to filing a grievance. In most cases, a grievance for bad debt should not be filed until the debt is at least 90 days past due.

4. Procedure for Complaints. If the Grievance Committee considers the complaint of sufficient importance, a copy of the complaint, together with notice of the time and place where a subcommittee appointed by the Grievance Committee will meet for consideration of the complaint, shall be served upon the member complained against. These documents will be served by certified mail, return receipt requested. At the time and place appointed, the member complained against may file a written answer or defense, and may appear personally and produce such witnesses or evidence as he/she desires. At that point, and in accordance with such further procedural rules and safeguards as the Grievance Committee may prescribe, the subcommittee shall hear and determine the case and shall address all questions raised by the complaint.

5. Judgment by the Grievance Committee. The subcommittee shall bring its recommendations to the Grievance Committee for final determination. If the Grievance Committee finds the member guilty of misconduct, it shall reprimand the member, censure him/her, suspend his/her membership for such period as the Committee considers appropriate, or terminate his/her membership. Suspension of a member may be for not less than two (2) months or greater than twelve (12) months. The member shall be automatically re-instated at the end of his/her suspension, provided dues payments are current. Any member who is expelled shall forfeit all remaining dues held by the Alliance and shall not be eligible for reinstatement. No such judgment of reprimand, censure, suspension, or expulsion shall be rendered unless it is agreed to by the Trustees as described in Article VII of the Confederate Stamp Alliance's Constitution.

6. Finality of Grievance Committee Action. The decision of the Grievance Committee in every matter concerning the conduct of a member and every penalty imposed by it on a member by reason of misconduct shall be final and conclusive. There shall be no further recourse for the member or for any person acting for him/her or on his/her behalf.

7. Composition of the Grievance Committee. The Grievance Committee shall consist of the Trustees of the Confederate Stamp Alliance. The Grievance Committee Chairman shall be the Vice-President. The Grievance Subcommittee shall consist of two or more members appointed by the Chairman, with the concurrence of the Committee.

8. Limitations. If the alleged misconduct occurred more than two (2) years before the matter is brought to the attention of the Grievance Committee, the Committee may in its discretion decline to consider the complaint.

9. Proceedings Confidential. Any complaint made and all proceedings taken in connection with the complaint, including but not limited to evidence, data, testimony, and statements made and any hearings, shall be kept confidential. The hearing upon a complaint shall be closed to all except those having a having a direct interest in the matter.

10. Publication of Findings. If the Grievance Committee finds the accused member not guilty, it shall dismiss the charge against him/her. At the accused member's request, but not otherwise, a notice of his/her exoneration shall be made public. If the Committee finds the accused member guilty, it may, in its discretion, make public the penalty imposed as a result of its findings.