

## **DISCIPLINARY PROCESS FOR TEACHING CONTRARY TO THE C&MA DOCTRINE AND POSITION STATEMENTS**

Accusations against an individual at any C&MA postsecondary educational institution regarding the teaching of doctrine contrary to the C&MA Doctrine and Position Statements shall be considered according to the procedures established by each institution.

A. It is recommended that the process be guided by the “Uniform Policy on Discipline, Restoration, and Appeal” as found in the C&MA Manual, Section E8, including the use of an Investigative Committee.

B. Each institution, under the oversight of the president will determine a course of action and seek to bring the matter to closure. A full report, including a copy of the written charges, will be submitted to the President. If the accused is an official worker of the C&MA, the president of the Institution will forward all documentation to the district superintendent of the district in which the official worker is licensed for action in keeping with the C&MA Uniform Policy on Discipline, Restoration, and Appeal.

C. If the proposed course of action fails to bring closure and written charges continue to be made against the accused, the matter will be turned over to the President and his Cabinet.

D. The President’s Cabinet will review the written charges and the written response to the charges from the accused. Personal interviews may be conducted if deemed necessary.

E. The President’s Cabinet will determine whether or not the accused has been teaching doctrine contrary to that of the C&MA Doctrine and Position Statements. This decision may not be appealed.

F. The decision will be communicated to the president of the institution by the President.

1. If the decision substantiates the allegations of teaching doctrine contrary to that of the C&MA, the Board of Trustees will determine discipline consistent with the C&MA Uniform Policy on Discipline, Restoration, and Appeal. The decision of the Board of Trustees may not be appealed.
2. If the President’s Cabinet concludes the charges are unsubstantiated, the Board of Trustees will determine appropriate action to bring the matter to closure. The action taken may not be appealed.

G. The president of the institution will communicate the decision and the designated course of action to the accused and to the charging parties in a timely manner.

H. At any point during this process, the accused may resign.

I. Upon closure of any doctrinal investigation or disciplinary proceeding, the president of the institution will submit a final report to the President, and in the case of official workers, a report will be submitted to the district superintendent as well.