

# STAR DISRUPTION POLICY

(REVISED 3/08. Approved by members and Board of Directors 3/08)

**We recommend that all members read the entire Disruption Policy.**

This disruption policy ALSO applies to ALL STAR FIELD TRIPS, OUTINGS, and FUN BUNCH ACTIVITIES! This list of disruptions is not a limitation but may be added to by the executive staff and/or the Board of Directors at any time a new disruption is discovered.

## 1<sup>st</sup> LEVEL: MAJOR DISRUPTION

- Theft
- Sexual harassment, any sexual act on STAR property
- Vandalism
- Physical aggressiveness (fighting, shoving, punching, etc.)
- Gambling of any sort
- Bringing drugs or alcohol onto STAR property
- Calling 911 for any reason (except staff)
- Bringing weapons onto STAR property

All first level **Major Disruptions** will result in an immediate 6 month suspension of STAR membership and referral to the member's treatment team.

## 2<sup>nd</sup> LEVEL: INTERMEDIATE DISRUPTION

- Under the influence of alcohol or drugs
- Heavy petting or "making out", fondling, etc.
- Excessive fits of anger
- Discrimination of any sort
- Threatening to beat someone
- Threatening to throw things (at someone or not)
- Negative attitude or problems that upset other members
- Spreading gossip (MAJOR)
- Exposing any private body parts or sexual organs
- Smoking in STAR vans
- Viewing pornography on center computers

**Suspensions will result in a referral to the member's treatment team.**

1<sup>st</sup> offense: 2-day suspension  
2<sup>nd</sup> offense: 1-month suspension  
3<sup>rd</sup> offense: Minimum of 6 months suspension in membership privileges

## 3<sup>rd</sup> LEVEL: MINOR DISRUPTION

- Dirty Jokes (openly, not in private)
- Excessive bad language
- Monologueing/constant interruption in group
- Smoking in non-smoking areas
- Littering
- Deliberate messes
- Poor hygiene/inappropriate clothing
- **Bumming rides, cigarettes and/or money**
- Spreading gossip (MINOR)
- Failing to complete volunteered chore by the end of the day

**Suspensions will result in a referral to the member's treatment team.**

1<sup>st</sup> offense: verbal warning & sign behavior contract  
2<sup>nd</sup> offense: 2-day suspension  
3<sup>rd</sup> offense: 2-week suspension  
4<sup>th</sup> offense: 1-month suspension  
5<sup>th</sup> offense: Minimum of 6 months suspension in membership privileges

## SPECIALTY DISRUPTIONS

\*Teasing/abusing any animal on STAR property: 1-month suspension and referral to the member's treatment team.

Grievance Procedure: The CEO and the Program Director have full authority in suspending and/or terminating membership. However, members may use the STAR Grievance Procedure if a disagreement arises. The first level of grievance is to the CEO except at the termination level. The Board of Directors will review termination grievances. Termination grievances MUST be submitted in writing to the Board of Directors. The Board will ignore any complaints that are not in writing per procedure.