

AACN Termination, Expulsion, or Suspension of Membership or Privileges Policy

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1. Academy's Right to Terminate, Expel, or Suspend.

Membership in the Academy is a privilege and not a right. The Academy may terminate membership privileges or expel or suspend a member, for reasons including but not limited to violation of the American Psychological Association's Ethical Principles of Psychologists and Code of Conduct Manual, the Canadian Code of Ethics for Psychologists, AACN's Standards for Professional Behavior, the ethical principles of a state or provincial psychological association, the rules of a state or provincial psychology licensing board, conviction of a felony, misuse of Academy financial resources, or any other action which could cause reputational harm to the Academy as determined in the Board of Director's sole discretion (each such action "Detrimental to the Academy"). The Academy may, in its sole discretion, not offer a renewal of membership at the end of a membership year. For the purposes of this policy, suspension refers to a temporary removal of membership, expulsion refers to an involuntary permanent removal of membership, and termination refers to a voluntary or involuntary ending of membership that may or may not be eligible for reinstatement.

2. Termination by Member

Any member may voluntarily terminate their membership in the Academy by providing written notification to the Secretary. A member that voluntarily terminates their membership shall remain liable and responsible for any delinquent dues, fees, and assessments owed to the Academy prior to such voluntary termination. The Academy shall not reimburse a member for any annual dues, fees, or assessments paid by the member to the Academy.

3. Termination by the Academy.

3.1 Termination, Expulsion, or Suspension for Non-Payment.

If a member has not paid annual dues, assessments, or other fees for a calendar year by January 15th of that calendar year, the Academy (via the Board of Directors) may classify such annual dues, assessments, or other fees as delinquent. If the member fails to pay or remedy such delinquent dues, assessments, and fees, the Academy may suspend the member's membership, including any benefits or services received by the member from the Academy. The Academy shall provide such member with at least fifteen (15) business days' notice prior to such suspension.

If such suspended member fails to pay or remedy all such annual delinquent dues, assessments, and fees by December 31 of such calendar year, the Academy may transition such suspended member to inactive status. Non-payment of the ABPP annual attestation fee will cause AACN membership to lapse.

3.2 Termination, Expulsion, or Suspension for Detrimental Conduct.

The Academy (via the Board of Directors) may expel or suspend a member, or terminate a member's membership by a 75% majority vote, if the Academy, in its sole discretion, finds that a member acted in a way Detrimental to the Academy, reasonably considering all relevant facts and circumstances. See the Academy's Standards for Professional Behavior Policy and the Rules and Guidelines for AACN Online Discussion Forums for behavioral expectation standards of all members. The Academy shall provide such member with written notice at least thirty (30) business days prior to such expulsion or suspension of such member, or termination of such member's membership if supported by a three-fourths vote of the Board. The Academy shall provide a reason for such expulsion or suspension of such member, or termination of such member's membership, in the written notice. Written notice will be sent to the member's email address and (if available) the member's physical address on file via Certified or Registered Mail. The Academy may, at their sole discretion, send the member one or more warnings before deciding to suspend or terminate membership, depending on the nature of the conduct that is found to be Detrimental to the Academy.

The member may dispute such expulsion or suspension of such member, or termination of such member's membership, by providing written notice to the Secretary within thirty(30) business days of the Academy's written notice. The Member may request an extension of the time period to provide notice of dispute and such time period may be extended in the sole discretion of the Board of Directors. The member's written notice shall provide any and all reasons for the member's dispute.

Within sixty (60) business days of receiving such member's written notice, the Academy shall schedule, and provide such member written notice of, a dispute hearing that will occur at least five (5) business days prior to the effective date of such expulsion or suspension of such member, or termination of such member's membership, allowing the member to explain the dispute.

An Appeals Panel, constituting the three most recent living AACN Presidents, shall conduct the dispute hearing and shall establish appropriate procedures as determined in their sole discretion required to maintain an orderly hearing, including whether the hearing should be limited solely to written responses and/or oral responses. The decision of the Appeals Panel by majority vote is considered final and not subject to further appeal.

3.3 Member Liability.

The expulsion, suspension, or termination of a member does not relieve the member from obligations the member may have to the corporation for dues, assessments, or fees or charges for goods or services.

4. Non-Retaliatiion Policy

AACN will not take any action against someone for reporting a concern in good faith. Reporting does not protect members from appropriate sanctions regarding their own noncompliant or unacceptable conduct. However, good faith efforts and self-disclosure will be viewed favorably and may reduce potential sanctions.

5. Review and Amendments

This policy will be reviewed every five years by the BOD or as needed. Amendments to this policy require approval by the BOD.