

Iron Mountain High School National Honor Society  
Discipline & Dismissal Procedures

A member can be considered for disciplinary action when performance falls below the acceptable levels of any of the standards by which the member was selected, when the member fails to fulfill chapter obligations or when the member is found guilty of violating school rules or the law.

- I. The member shall be placed on probation during which time they are considered to be “not in good standing” with the chapter. The member shall be informed in writing of the nature of the violation and the time period given for improvement. After specified duration of time, regular membership shall be restored if improvement is documented. Consequences for nonimprovement may be grounds for further disciplinary action including but not limited to consideration of dismissal. **\*\*Only members in good standing will be allowed to wear the society’s emblem.**
  - A. Copies of written notification will be sent to parents of the member and the adviser to be retained in NHS files.
  - B. The Faculty Council determines when the member has exceeded a reasonable number of warnings, thus warranting consideration for dismissal.
- II. In the case of flagrant violation of school rules or the law, a warning is not required for consideration of dismissal. A hearing will be held as identified in the NHS National Constitution as a right of membership and is guaranteed as due process. The chapter will notify the member of action being contemplated, the reasons for the action, the date and time of the hearing, and the opportunity for the member to respond either in writing or orally. A member may be dismissed by a majority vote of the Faculty Council. The Adviser does not have authority to vote but may provide input to the council. **Under no circumstances is there automatic dismissal from the Honor Society.**
- III. In all cases of pending dismissal:
  - A. The chapter member has a right to:
    1. Be notified in writing of the offenses
    2. Have a hearing before the Faculty Council
    3. Due process
    4. Appeal of dismissal
- IV. If a member is dismissed, written notice of the decision will be sent to the member. Copies of the letter of dismissal will be sent to the parents of the member, the principal, and adviser. **The member must surrender the NHS emblem (pin) and membership card to the chapter adviser.** If the member is unwilling to do this, the matter is to be treated as a school disciplinary matter.

V. Appeals of Dismissal: The dismissed member may appeal the decision of the faculty council with a written appeal to the principal. The principal will follow the IMPS district appeals procedures. In the case of a successful appeal by a member, the principal will share the rationale for reversing the decision of the faculty council and the faculty council is requested to accept and implement the decision.