

DUE PROCESS AND GROUNDS FOR DISMISSAL

The Discipline process should be addressed in the family / participant handbook. The following summary may be helpful.

DUE PROCESS:

The due process procedure simply means that a program participant is provided an opportunity to be heard in a situation. Due process provides for a hearing, not resolution.

All situations are to be discussed between the catechist or supervising adult and the program participant. Situations at this level may require that parents be included in the explanation and discussion of corrective actions. Situations not able to be resolved at this level are to be represented and resolved at the level of the DRE / YM. Situations leading to temporary suspension or expulsion are to be discussed with the pastor.

If the above steps do not provide satisfaction, then the ***Policy for Conflict Resolution at the Parish Level*** may be obtained from the Human Resources Department and should be followed. Such situations may be represented by a catechist, DRE/YM, program participant or parent.

SUSPENSION OR EXPULSION.

While suspension or expulsion is not desirable outcomes of discipline procedure, both forms of discipline are within the jurisdiction of the DRE / YM. Either form of discipline is to be used only after conferences with parent(s) / guardian(s) have occurred. The pastor is to be notified prior to such action so that counseling may be offered to the student and / or parent(s) / guardian(s).

A written or oral statement of the suspension is to be given to the parent(s)/guardian(s) summarizing the participant's behavior or misconduct regarding any rule or standard and the reasonable action taken.

GROUNDS FOR SUSPENSION / EXPULSION

Participants engaging in any of the following actions subject themselves to suspension or expulsion from the catechetical program in accord with the discipline policy of the parish catechetical program. [Modified and based upon IC 20-8, 1-5-4]

Grounds for suspension or expulsion include but are not limited to the following:

- Reasonable cause of possible harm to another person such as the use of force, violence, noise, coercions, threat, intimidation, fear, passive resistance or behaviors interfering with program purposes or urging others to engage in such behavior.
- Occupying any parish building, grounds, or part thereof with intent to deprive others of its use.
- Blocking the entrance or exits of any parish building, corridor or room depriving others of lawful access
- Setting fire to or substantially damaging parish property or building.
- Possessing, handling, or transferring an object that could be considered to be a weapon or urging others to do so;
- Possessing, using, or transmitting any controlled or abused substance, such as a narcotic, alcoholic beverage, or intoxicifying agent.
- Unlawful selling of a controlled or abused substance;
- Substantial number of instances of disrupting a catechetical session or other educational function, or lawful meeting on parish property.
- Continuously and intentionally making noise or acting in any manner so as to interfere with the ability of the catechist, presenter or other parish personnel to educate;
- Stealing or attempting to steal parish property or private property;
- Intimidating any student with the intent of bodily harm or taking something of value from another person; or
- Engaging in unlawful activity on or off parish grounds if it is considered to be an interference with parish program purposes or the program's educational function.