



Communities of Practice Code of Conduct

Terms and Conditions for Dismissal

Conduct/Misconduct

- Minor issues of conduct/misconduct, such as poor timekeeping, can usually be handled by speaking informally to the member.
- Disruptive during open forum in a professional setting
- When such behaviors escalate or persist, though, disciplinary warnings (1st or 2nd written, or even final written) can be given on grounds of misconduct.
- There is no requirement to start at a 1st level warning if the circumstances warrant a higher-level warning being issued.
- Continuing misconduct will eventually result in a dismissal on 'grounds of misconduct.'
- Very serious conduct issues, or discriminatory behavior are usually regarded as gross misconduct.
- Scheduling IDC® meetings without sharing the agenda with IDC team or utilizing non-IDC zoom rooms.

Performance

Poor performance is when a member is not capable of performing their role to a satisfactory standard. Under normal circumstances, IDC® Membership will follow their performance management process prior to dismissal.

Attendance

As chairs and co-chairs of an IDC® Community of Practice group, you made a 12-month commitment that requires quarterly meetings. During these meetings, be prepared to discuss the following updates every session:

- What's new?
- How have you been keeping the group engaged?
- Updates? (Progress, tools, resources, interaction, etc.)
- Challenges?
- What is the next set of goals?

A presumption of cause for removal: If a CoP leader fails to attend four quarterly meetings or misses two meetings without notice, IDC® reserves the right to remove said leader from the CoP without exception.