

## Proposal to involuntarily terminate or suspend the membership of a member

The Board directs the President to appoint an ad-hoc committee (hereafter, the committee) consisting of not less than three (3) and not more than six (6) Oregon Country Fair Members to whom the board delegates responsibility for undertaking all phases of the process described in the Oregon Country Fair Bylaws, Article V, Section (5) (c) related a member's OCF membership. The name of that member will be conveyed privately to the committee by the President. To the extent that anything in this motion is found to be in conflict with the Bylaws, the Bylaws will control and govern the committee's actions.

The committee will consult with the ED and/or the ED's designee to prepare a notice of a proposal to involuntarily terminate or suspend the member's OCF membership for alleged actions contrary to the interest of the fair. The notice must inform the member that based on the information gathered by the committee, including the member's response to the proposal, the committee may decide to (a) allow the member to retain their status as a member, (b) suspend the member's membership until the member completes an activity to be determined by the committee, or (c) terminate the member's membership. The committee will establish an effective date for the proposed termination or suspension. The effective date must be set in a manner consistent with the timely completion of this motion. The notice must be delivered to the member not less than 15 days prior to the effective date, and set a hearing by specifying a time and method at which the member will be provided an opportunity to be heard, orally or in writing as they may choose, which must be not less than five days before effective date of the proposed action. Consistent with social distancing related to COVID 19, if the member elects to be heard orally the opportunity to be heard must be conducted using videoconferencing technology. The notice must be provided to the member by first class and certified mail to their last known address shown on Oregon Country Fair records.

At the discretion of the committee the hearing may hear from others, and the committee may also seek information from others outside of the hearing. The committee must make findings of fact based on a preponderance of the evidence, and based on these findings must decide whether or not to terminate or suspend the member's membership within ten days of the hearing. The committee must report its findings to the member and the Board President immediately and report its findings to the Board at the next Board meeting after the findings are reached. Once the committee has delivered its findings to the Board, the committee will be dissolved.