

IU-EMS Disciplinary Policy

All members of IU-EMS are subject to the following disciplinary policy: when a member commits any of the infractions listed below, the corresponding number of points will be marked in his or her membership record. When a member accrues 15 points, he or she will be expelled from IU-EMS and lose all membership privileges.

Infraction	Points
• Arriving 1-14 minutes late to a shift	1
• Arriving 15-29 minutes late to a shift	2
• Arriving 30-44 minutes late to a shift	3
• Arriving 45 or more minutes late to a shift	4
• Failing to arrive for a shift	5
• Leaving a shift without a replacement or approval from an officer or supervisor	2
• Eating near a patient	1
• Failing to abide by the uniform policy	2
• Performing and/or documenting a partial EMT assessment	4
• Failing to properly clean body substance contamination	4
• Misusing or intentionally damaging equipment or supplies	5
• Wearing any IU-EMS clothing or accessories in an unprofessional location <ul style="list-style-type: none"> ○ Bar, club, liquor store, party, etc. 	5
• Smoking or using tobacco	5
• Disclosing confidential patient information in violation of HIPAA	10
• Negligence toward a patient	10
• Carrying any knife or similar weapon	10
• Displaying insubordination toward an officer or supervisor	10
• Being under the influence of alcohol or drugs during a shift	15
• Sexually harassing any person	15
• Stealing equipment or supplies	15
• Carrying an automatic weapon	15

The IU-EMS executive board retains the right of discretion in disciplinary action. The executive board will handle each infraction individually, taking its circumstances into consideration. Therefore, the executive board retains the rights to the following actions:

- Dismissing an infraction.
- Issuing a written warning for an infraction without a point deduction.
- Adjusting the number of points recorded in a member's membership record for an infraction, either raising or lowering the corresponding number listed above.
- Allowing a member to exceed 15 points.
- Expelling a member who has accrued less than 15 points.
- Taking disciplinary action that it deems appropriate for an infraction not listed above.
- Reporting violations to the office of the IU Dean of Faculties, local law enforcement, and/or the United States Office of Civil Rights as necessary.

A member who is subject to disciplinary action may request to appeal the action to the executive board. The executive board's subsequent disciplinary action after an appeal is final. The IU-EMS president has final authority in all disciplinary matters, followed by the vice president. For detailed policies and protocols, including the uniform policy, visit the IU-EMS website or request printed copies from the executive board.