

## **Options for Disciplinary Action under MS 204 *Volunteer Conduct***

MS 204 establishes the policies that govern Volunteer and Trainee (Volunteer) conduct and delegates to Country Directors the responsibilities for enforcing such policies. 3.4 of MS 204 provides that any violation of the policies in MS 204 or the post-specific policies regarding Volunteer conduct may be grounds for disciplinary action up to and including administrative separation under MS 284. Country Directors are given broad discretion to determine the appropriate responses to misconduct by Volunteers. Disciplinary actions that Country Directors may take (or may threaten to take unless conduct improves) include, but are not limited to, the following:

- Verbal or written warning.
- Letter from Volunteer to the person, persons or community affected by the Volunteer misconduct.
- Letter of reprimand to Volunteer, which can be retained in Volunteer's file for period of time determined by Country Director.
- Corrective Action Plan.
- Mandatory consultation with PCMO.
- Additional training (e.g., Safety and Security Training or Cultural Integration).
- Presentations to other Volunteers at the post.
- Community service, extra duty (administrative duties).
- Travel restrictions.
- Restriction of membership on Volunteer Advisory Council and other leadership committees.
- Withdrawal of opportunities to conduct training at Pre-service Training or other similar opportunities (such as State Department FLEX program).
- Withdrawal of Peace Corps Volunteer Leader status.
- Temporary restriction on work collaboration with other Volunteers.
- Temporary or permanent restriction on work on projects outside Volunteer's primary assignment that involves travel away from Volunteer's site.
- Loss of previously accrued and unused annual leave (e.g. loss of two days or 10 hours).  
See 4.0 of MS 220.

- Reduction in accrual of future annual leave (e.g. loss of two months future annual leave or certain number of hours of future annual leave) and/or future annual leave allowance. See 4.0 of MS 220.
- Denial of Non-competitive Eligibility (NCE) under MS 285.
- Denial of letters of recommendation.
- Denial of extension request.
- Denial of advanced annual leave.
- Temporary restriction on travel and work away from Volunteer's site.
- Administrative separation under MS 284.