Options for Disciplinary Action under MS 204 Volunteer Conduct

MS 204 establishes the policies that govern Volunteer and Trainee (V/T) conduct and assigns to Country Directors the responsibility for enforcing such policies. Section 4.5 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 Early Termination of Service. Please note that administrative separation is the mandatory disciplinary action when a finding of V/T involvement with drugs is made (as outlined in Section 4.6).

Apart from that exception, Country Directors are given broad discretion to determine the appropriate responses to misconduct by V/Ts under MS 204. Disciplinary actions and other appropriate consequences that Country Directors may impose (or may consider taking unless conduct improves) include, but are not limited to, the following:

- Verbal or written warning;
- Letter of reprimand to Volunteer;
- Corrective Action Plan;
- Letter from Volunteer to the person, persons or community affected by the Volunteer misconduct, such as an apology letter;
- Additional training (e.g., Safety and Security Training or Cultural Integration);
- Presentations to other V/Ts at the post;
- Community service or other assignments as appropriate;
- Temporary restriction on travel and work away from Volunteer’s site;
- Restriction of membership on Volunteer Advisory Council and other leadership committees;
- Withdrawal of Peace Corps Volunteer Leader position and responsibilities, or other leadership opportunities;
- Withdrawal of opportunities to conduct training at Pre-service Training or other similar opportunities (such as State Department FLEX program);
- 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 Section 4.0 of MS 220 Leave for Volunteers/Trainees);
- 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 Section 4.0 of MS 220);
- Denial of advanced annual leave;
- Denial of letters of recommendation; and
- Administrative separation in accordance with MS 284, Section 4.0.

Where appropriate as determined by post staff, a V/T may be directed to consult with the Peace Corps Medical Officer (PCMO).