

## **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 3.5 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 3.6).

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).