



August 2023

TERMINATION AND SUSPENSION OF MEMBERSHIP IN LA LECHE LEAGUE CANADA

Members of LLLC have well defined responsibilities that begin and end with membership. As prescribed in the *LLLC By-laws*, there must be a formal procedure that acknowledges and specifies the circumstances and the manner in which a person's membership comes to an end, may be suspended or may be terminated by LLLC.

PATHWAYS TO TERMINATION OF LLLC MEMBERSHIP

1. Leader retires as a La Leche League Leader

A Leader who retires as a Leader with La Leche League (LLL) has their LLLC membership terminated and becomes a Retired Leader.

2. Leader resigns as a Member of LLLC but remains an LLL Leader

A Leader who does not retire as a Leader but chooses to no longer be affiliated with (connected to), and resigns as a Leader with La Leche League Canada (LLLC) has their LLLC membership terminated. See *LLLC By-laws* 2.3 (b)(ii). To maintain accreditation, LLL requires that LLL Leaders belong to at least one LLL Direct Connect Entity (DCE). Before resigning, the Leader will request permission to join another DCE by contacting that DCE directly. See *LLL Policies and Standing Rules* for more information.

3. Leader dies

In this event, LLLC will inform LLLI that the Leader is no longer a Member of LLLC. See LLLC By-law 2.3(a).

4. Non-Leader Director dies or resigns from the LLLC Board of Directors

A non-Leader Director who resigns as a Director of La Leche League Canada (LLLC) has their LLLC membership terminated. See *LLLC By-laws* 2.3(c).

5. The Corporation is liquidated or dissolved under Part 14 (Liquidation and Dissolution) of the *Canada Not-for-Profit Corporations Act (CNCA)*.

See LLLC By-law 2.3(e).

6. Leader Fails to complete the LLLC Annual Leader Renewal of Commitment

A Leader who fails to complete the *LLLC Annual Leader Renewal of Commitment* by the deadline for the Leader Renewal period as established by the LLLC Board has their LLLC membership terminated and immediately becomes a Retired Leader. In this event, LLLC will mail a letter of retirement to the person at the address listed in the Register of Members of the Corporation. LLLC will then inform LLLI that the Leader is no longer a Member of LLLC. See *LLLC By-laws 2.3(b)(i)*.

7. Leader Accreditation is Removed by LLLI

A Leader who has had their Leader Accreditation removed by La Leche League International (LLLI) automatically has their LLLC membership terminated. See *LLLC By-laws 2.3 (b)(ii)*.

8. Suspension of LLLC membership of a Leader (which may or may not lead to termination of LLLC membership).

A suspended Member loses all rights of LLLC membership for the duration of the suspension. LLLC membership may be suspended by LLLC if the Board of Directors deems there is plausible cause to review said membership. If just cause is determined, the Board of Directors may proceed, first to suspension of LLLC membership and second, to consultation with LLLI regarding recommendation of accreditation removal, following the procedure described below. Depending on the outcome of the consultation with LLLI, suspension may lead to accreditation removal, termination of membership by LLLC without removal of accreditation or other outcomes, as described below.

Credible causes for suspension of LLLC membership

The LLLC Board of Directors may suspend a Member if the Member does one or more of the following:

- a. breaches the *LLL Policies and Standing Rules, LLLC Articles, LLLC By-laws, LLLC Code of Conduct* or any *Policies* of the Corporation;
- b. for any other reason that the Board in its sole and absolute discretion considers to be reasonable, having regard to the purpose of the Corporation.

Procedures for suspension of membership

In every case, the procedures for suspension of membership shall be carried out in a manner that is fair and reasonable and undertaken in good faith.

1. In the event that the Board determines that a Member should have their LLLC membership suspended, the Chair, or such other Officer as may be designated by the Board, shall provide a directive to the Member consisting of:
 - notice of suspension to the Member;
 - reasons for the suspension;
 - a copy of this policy which outlines the suspension procedures.
2. The directive shall be sent to the Member at the Member's LLLC email address, recorded in the register of Members, and by registered mail, at the postal address recorded in the register of Members.
3. The Member may make written submissions to the Chair, or such other Officer as may be designated by the Board, in response to the received directive within twenty (20) days of receipt of notice of suspension.
4. The LLLC Board will consider the Member's submission with due diligence. The Board and the Member will come to an agreement on the means of further communication, as necessary. All communication, written or spoken, will be documented. The goal is a fair resolution to the situation within thirty (30) days of the Board receiving the Member's response.
5. If the Member does not make a written submission to the Board, or the communication with the Member does not result in a satisfactory resolution, the Board will then notify the Member, as soon as possible, that LLLC will initiate a request to LLLI for removal of accreditation as a Leader. See the LLLI Leader Accreditation Removal policy and other *LLL Policies and Standing Rules*.
6. The suspension will remain in place until LLLI has reviewed the situation and responds with their decision.
 - a) In the event that LLLI removes the Leader's accreditation, the person's LLLC membership is automatically terminated.

- b) If the Leader's accreditation is not removed by LLLI, LLLC has the right to:
- remove the suspension of the Leader;
 - initiate termination of the Leader's LLLC membership.

9. Termination of LLLC Membership

Procedure for termination of LLLC membership

In every case, the procedures for termination of membership shall be carried out in a manner that is fair and reasonable and undertaken in good faith.

1. In the event that the Leader retains their accreditation but the LLLC Board decides to initiate termination of the Leader's LLLC membership, the Chair, or such other Officer as may be designated by the Board, shall provide a directive to the Member consisting of:
 - notice of termination to the Member;
 - reasons for the termination;
 - a copy of this policy which outlines the termination procedures.
2. The directive shall be sent to the Member at the Member's LLLC email address, recorded in the register of Members, and by registered mail, at the postal address recorded in the register of Members.
3. The Board will
 - a. remove the Leader's name from the official Register of Members of LLLC and;
 - b. inform LLLI that the Leader is no longer a Member of LLLC. The Leader is no longer permitted to represent LLL in Canada as defined by the Direct Connect Entity Agreement with LLLI, unless they are a Leader with Ligue La Leche.
4. All decisions of the Board are final and are not subject to appeal.

(February 1992, October 1994, April 2023; July 2023; August 2023)