

July 5, 2019

Dear Relatives,

As you know we have had some difficult decisions to make regarding Damian Vraniak and his posts to the SIP listserv. It has been a long drawn out process for a number of important reasons. That said, we have had a similar, though not as egregious, problem in the past. In that case we took the following steps:

1. We spoke with the person and explained what they said that was offensive and why. The person indicated they understood but continued.
2. We then put the person's listserv access on a moderated process so they had to submit through the moderator. Again, the person indicated they understand but continued to try and post inappropriate things.
3. We then took them off the listserv.

In Mr. Vraniak's case we followed the same steps. At this time he has had a previous warning for posting inappropriate content based upon the listserv policy and has been contacted for the 2nd time for violating Listserv policy.

Specific relevant Listserv policy:

"Defamatory, harassing, sexist, racist, obscene, and other offensive communications are not acceptable.... Please do not confuse the listserv with a blog. People tend to unsubscribe when "junk posts" become too frequent by too many contributors, or worse, frequent or lengthy posts by a single individual. The SIP listserve is NOT the appropriate forum for this type of communication.

The listserv may not be used to violate any rules of membership in the Society of Indian Psychologists (SIP), SIP bylaws, rules and regulations or standards. IP reserves the right to modify or change the rules to maintain the best interests of SIP.

MONITORING & ENFORCEMENT

The listserv must be used for membership communications only and in accordance with SIP's policies and procedures. SIP reserves the right to remove members from the listserv for violating this agreement"

According to the bylaws:

'Section 2.05: Removal from membership results from a lack of good standing; any member who is not in good standing will be removed from the active membership list of SIP. Removal will be based on a review conducted by the Membership Committee and a decision of the Executive Committee.

Section 2.07: *Good standing* requires the member to be current on annual SIP membership dues (or applications for due waivers). Being a Member in good standing affirms the Member's commitment to the vision of the SIP and other SIP policies. It is expected that members in good standing will work collaboratively to strengthen the Society and will not engage in any activities that: a) harm SIP members nor those we

serve; b) put SIP in structural or financial jeopardy; c) that will bring discredit to SIP.”

As a result of feedback from the SIP community, Dr. Miller from the membership committee, SIP President and SIP Past President and from the Townhall held on 7/5/2019 at 4pm EST we have determined that he should be removed from the listserv and membership.

Please vote yes or no by tomorrow, Saturday, 07/06/2019