**Section 730.650 Discipline**

a) If a customer does not adhere to ICRE-Wood's policies, as contained within this Section, and procedures, violations will be reported as in subsections (d) and (e) and disciplinary actions taken.

b) The following infractions shall result in immediate suspension from ICRE-Wood and its programs. Suspension for a first offense will normally not exceed 15 class days, but may be longer or permanent based on the severity of the infraction and at the discretion of the ICRE-Wood superintendent. A second infraction shall result in permanent suspension. Suspensions may be made for the following reasons:

1) bringing liquor, illegal substances, or weapons, including knife blades of over three inches, into any of ICRE-Wood's facilities;

2) physical violence or threats of physical violence towards another customer or any staff member;

3) stealing from ICRE-Wood, staff or another customer. In no instance, if restitution is not made within the period of suspension, will the customer be permitted to return;

4) destroying property of ICRE-Wood, staff or another customer. In no instance, if restitution is not made within the period of suspension, will the customer be permitted to return;

5) three or more absences not cleared in advance per Section 730.600(i)(2) from the same scheduled class or activity.

c) Infractions at any ICRE-Wood facility that are listed in this subsection (c) will, as set forth by subsection (e), result in counseling with the Assistant Superintendent or his or her designee, with a second infraction of the same rule resulting in a suspension for up to 15 class days and a third infraction resulting in permanent discharge:

1) consuming alcohol to the point of excess outside of any of ICRE-Wood's facilities so that the customer creates a disturbance upon returning;

2) discourtesy, including verbal abuse of staff or other customers or other disruptive behavior that will result in a complaint;

3) violating State or local fire regulations;

4) men visiting the women's dormitory and vice versa;

5) sexual misconduct (e.g., indecent exposure or sexual intercourse).

d) Reports of infractions should be reported to the residential care worker, Assistant Superintendent or other management staff as soon as possible.

e) When a violation listed in subsection (b) or (c) is alleged to have occurred, the Assistant Superintendent or his or her designee will recommend to the Superintendent of ICRE-Wood that disciplinary action be taken.

1) Within two days after receiving a recommendation for disciplinary actions, the Superintendent will convene a hearing on which to base the disciplinary decision.

2) The hearing will include a review of the evidence, including any verbal or written evidence (e.g., documentation of previous infractions), of the violation that led to the recommendation for disciplinary action and testimony by the customer. Testimony by witnesses is also admissible. The customer may be assisted by a person of the customer's choice in presenting his/her responses if the customer so desires.

3) Based upon the findings of the hearing and subsections (b) and (c), the Superintendent will, at the time of the hearing, determine what, if any, action will be taken and will notify the customer at that time.

4) Disciplinary actions taken under this Section are appealable and the customer shall be informed of the right to appeal and the related procedures at the time of the Superintendent's decision.

(Source: Amended at 42 Ill. Reg. 16243, effective August 7, 2018)