

MKW REMOVAL OF OFFICE POLICY



Adopted on: 10/1/2026

Revised on:

Missouri Kink Weekend Removal of Office Policy

1. Purpose

The Missouri Kink Weekend Removal of Office Policy establishes the procedures by which an individual may be removed from an official leadership, governance, or representative position within Missouri Kink Weekend.

This policy is intended to provide a fair, consistent, and documented process while recognizing that different positions within Missouri Kink Weekend carry different levels of authority, responsibility, and legal standing.

This policy governs the removal of:

1. Advisory Board members;
2. Missouri Kink Weekend titleholders; and
3. Executive Producers.

Removal under this policy may be initiated when an individual materially fails to fulfill the responsibilities of their position, violates Missouri Kink Weekend governing policies, engages in conduct inconsistent with continued service, or otherwise creates circumstances in which their continued role is determined to be contrary to the safety, integrity, or operation of Missouri Kink Weekend.

Nothing in this policy replaces or limits the authority granted elsewhere in the Missouri Kink Weekend Bylaws, Code of Conduct, Contestant and Titleholder Handbook, or other adopted policies.

2: Scope and Applicability

All removal proceedings should be conducted in good faith and with appropriate consideration for fairness, confidentiality, safety, organizational integrity, and the rights and responsibilities associated with the position under review.

Except where immediate action is necessary to protect individuals or the organization, an individual subject to removal should be informed of the concerns regarding their service and provided a reasonable opportunity to respond before a final decision is made.

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Information related to removal proceedings will be shared only with individuals who reasonably require access in order to review, investigate, deliberate, or act upon the matter.

Retaliation against any person who submits a concern, participates in an investigation, provides information, or participates in a removal proceeding is prohibited and may constitute a separate violation of the Missouri Kink Weekend Code of Conduct.

Removal from an office or title does not automatically impose additional restrictions on attendance or participation in Missouri Kink Weekend. Any additional restrictions will be considered separately under the Code of Conduct or other applicable policies unless specifically stated otherwise.

3: Removal of an Advisory Board Member

Initiation

Any Advisory Board member may request a vote for the removal of another Advisory Board member by notifying the Executive Producers.

The request must identify the Advisory Board member subject to removal and should provide sufficient information for the Executive Producers and Board to understand the basis for the request.

Notice and Meeting

Upon receiving a request for removal, the Executive Producers will schedule a meeting of the Advisory Board within a reasonable period of time.

All Advisory Board members will be informed in advance that removal will be considered and will be notified of the member subject to the motion.

Opportunity to respond

At the meeting, the Advisory Board member subject to removal will be provided a reasonable opportunity to address the Board, respond to concerns, answer questions, and provide relevant information.

Following this discussion, the member subject to removal will be excused from the meeting during deliberation and voting and will not participate in the vote concerning their own removal.

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Vote

Removal requires the unanimous affirmative vote of all remaining Advisory Board members eligible to vote.

Abstentions, recusals, absences, or votes against removal will not constitute affirmative votes.

If the required unanimous vote is not achieved, the motion for removal fails.

Effect of Removal

If the vote for removal is approved, the Executive Producers will notify the removed Advisory Board member of the decision.

Removal from the Advisory Board is effective immediately unless the Executive Producers establish a different effective date for the purpose of facilitating an orderly transition.

Any organizational property, documents, account access, credentials, confidential materials, or other resources associated with Advisory Board service must be returned or relinquished upon request.

Public Communication

The Executive Producers will determine whether public communication regarding the removal is necessary or appropriate.

Any public communication will be issued through official Missouri Kink Weekend channels and should balance organizational transparency with confidentiality, privacy, safety, and any ongoing investigation or dispute.

4: Removal of a Missouri Kink Weekend Titleholder

Titleholder Responsibilities

Missouri Kink Weekend titleholders serve as official representatives of the organization and are expected to uphold the Missouri Kink Weekend policies and responsibilities associated with their title throughout their title year.

A titleholder may be subject to corrective action, suspension, or removal when their conduct or performance materially conflicts with those responsibilities or compromises the safety, integrity, reputation, or continued operation of Missouri Kink Weekend.

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Grounds for Review

Grounds for review may include, but are not limited to:

- Violation of the Missouri Kink Weekend Code of Conduct.
- Failure to fulfill the duties or responsibilities of the title as outlined in their contract.
- Harassment, discrimination, retaliation, intimidation, coercion, sexual misconduct, or non-consensual conduct.
- Abuse or misuse of the title, sash, patch, position, or perceived authority associated with Missouri Kink Weekend.
- Conduct that materially compromises the safety or wellbeing of others.
- Conduct that significantly undermines the integrity or reputation of Missouri Kink Weekend.
- Knowing misrepresentation of Missouri Kink Weekend, its leadership, policies, or official positions.
- Failure to comply with reasonable corrective action previously issued by the Executive Producers.
- Other serious conduct inconsistent with continued representation of Missouri Kink Weekend.

This list is not exhaustive, and not every violation will warrant removal.

The Executive Producers may impose education, warnings, restrictions, corrective actions, or other measures when circumstances support a lesser response.

Initiation and Review

Concerns regarding a titleholder may be reported through the Missouri Kink Weekend reporting process or brought directly to the attention of the Executive Producers.

The Executive Producers will conduct an initial review to determine whether the matter should be addressed through corrective action or referred for formal investigation under the Missouri Kink Weekend Code of Conduct.

Temporary Suspension

When circumstances create an immediate concern involving safety, contest integrity, community trust, organizational operations, or the reputation of Missouri Kink Weekend, the Executive Producers may temporarily suspend a titleholder's official duties while review or investigation is pending.

During a suspension, the titleholder may be directed to refrain from:

- Representing Missouri Kink Weekend in an official capacity.
- Appearing or participating as the active titleholder at events.
- Using official Missouri Kink Weekend communication platforms or accounts.

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- Exercising privileges associated with the title.
- Presenting themselves as acting on behalf of Missouri Kink Weekend.

Temporary suspension is a protective administrative action and does not constitute a final determination that misconduct occurred.

Opportunity to Respond

Before a final decision to remove a titleholder is made, the titleholder will be informed of the concerns under review and provided a reasonable opportunity to respond.

The titleholder may provide a statement, participate in an interview, submit relevant documentation, or provide other information they believe should be considered.

Missouri Kink Weekend is not required to disclose information when disclosure would unreasonably compromise the privacy, safety, or confidentiality of a reporting party, witness, or other individual.

Investigation and Recommendation

When a formal investigation is conducted, the Advisory Board may collect statements, conduct interviews, review documentation, and consult with external organizations or professionals as appropriate.

The Advisory Board will provide the Executive Producers with a summary of findings and any recommended corrective action.

Recommendations may include:

- No further action
- Education or corrective measures
- Restrictions on titleholder activities
- Continued or temporary suspension
- Permanent removal of the title

Decision to Remove

When two Executive Producers are serving, permanent removal of a titleholder requires the agreement of both Executive Producers.

If only one Executive Producer is serving, the remaining Executive Producer may make the final decision after consultation with the Advisory Board.

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The decision should consider the available evidence, severity of the conduct, previous corrective actions, risk to others or the organization, impact upon Missouri Kink Weekend, and whether continued service is consistent with the responsibilities of the title.

The final decision will be documented and communicated to the titleholder.

Effect of Removal

Upon removal, the individual immediately ceases to hold or represent themselves as holding the applicable Missouri Kink Weekend title.

The former titleholder must discontinue official representation of Missouri Kink Weekend and surrender any property or access associated specifically with the title when requested, including but not limited to:

- Title patches or sashes provided by Missouri Kink Weekend
- Records or materials
- Other Missouri Kink Weekend property

This transfer of property and access must be completed within 30 days of notification of removal. Removal of a title does not automatically prohibit the individual from attending future Missouri Kink Weekend events.

Any additional restrictions, including temporary or permanent exclusion, will be determined separately under the Missouri Kink Weekend Code of Conduct.

Vacancy Following Removal

When a title becomes vacant due to removal, resignation, incapacity, or other circumstances, the Executive Producers will determine whether the title will remain vacant for the remainder of the title year or whether a successor will be appointed.

The Executive Producers may consider an eligible runner-up from the applicable contest but are not required to appoint that individual. They may also appoint the previous titleholder and ask them to continue their service.

Vacancy Following Removal

Missouri Kink Weekend may issue a public statement regarding the removal of a titleholder when the Executive Producers determine that such communication is appropriate or necessary.

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Any statement should provide sufficient information to clarify the individual's status while protecting confidential information and the privacy of reporting parties, witnesses, or other individuals.

Missouri Kink Weekend is not obligated to publicly release investigative materials, private communications, witness statements, or other confidential records.

Finality

Removal of a Missouri Kink Weekend title is final for the applicable title year unless the Executive Producers formally reverse the decision based upon substantial new information or a determination that the original decision was flawed.

5. Removal of an Executive Producer

Standard for Removal

An Executive Producer may be subject to a vote of no-confidence when they fail to fulfill the duties and responsibilities of their office as established by the Missouri Kink Weekend Bylaws, Code of Conduct, or other governing policies.

Except when circumstances create an immediate threat to safety, finances, legal standing, organizational assets, or the continued operation of Missouri Kink Weekend, reasonable efforts should first be made to address identified concerns directly with the Executive Producer and provide an opportunity for corrective action.

Initiation of a Vote of No-Confidence

Any Advisory Board member may request consideration of a vote of no-confidence against an Executive Producer.

The request must identify the Executive Producer involved and provide sufficient information regarding the concerns giving rise to the proposed action.

Notice and Meeting

The Advisory Board will schedule a meeting to consider the matter.

The Executive Producer subject to the proposed vote will be informed that a vote of no-confidence is being considered and will receive reasonable notice of the concerns giving rise to the proceeding.

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Opportunity to Respond

The Executive Producer subject to the proceeding will be provided a reasonable opportunity to address the Advisory Board, respond to concerns, answer questions, and provide relevant information.

Following this opportunity, the Executive Producer will be excused from the meeting while the Advisory Board deliberates and votes.

Vote of No-Confidence

A vote of no-confidence requires the unanimous affirmative vote of all five Advisory Board members.

If unanimity is not achieved, the vote of no-confidence fails.

A successful vote constitutes the Advisory Board's formal determination that the Executive Producer should resign from their operational and leadership role with Missouri Kink Weekend.

Additional Recommendations

Along with a successful vote of no-confidence, the Advisory Board will provide recommendations concerning any additional restrictions it believes should apply to the outgoing Executive Producer.

Recommendations may address access to:

- Missouri Kink Weekend accounts
- Financial or operational systems
- Organizational records
- Communication platforms
- Confidential information
- Events and activities
- Other organizational resources

Any such restrictions must be implemented in a manner consistent with applicable law, governing agreements, and the legal authority of Missouri Kink Weekend.

Resignation and Transfer of Operational Authority

Following a successful vote of no-confidence, the Executive Producer subject to removal is expected to cooperate in good faith with an orderly transition of their operational responsibilities.

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This includes reasonable cooperation in transferring:

- Organizational records
- Administrative credentials and passwords
- Financial information
- Contracts and vendor information
- Communication platforms
- Intellectual property belonging to Missouri Kink Weekend
- Event planning materials
- Other organizational property or resources under their control

Legal Ownership and Business Interests

A vote of no-confidence concerns an individual's continued service as an Executive Producer within the governance structure of Missouri Kink Weekend.

Because an Executive Producer may also hold a legal ownership interest, membership interest, contractual right, or other legally recognized authority associated with Missouri Kink Weekend or its business entity, a vote of no-confidence does not by itself transfer, extinguish, seize, or otherwise modify those legal interests.

Any transfer or termination of ownership, membership interests, contractual rights, banking authority, intellectual property rights, or other legally recognized interests must be completed through the appropriate legal documents and procedures governing Missouri Kink Weekend and its business entity.

The outgoing Executive Producer is expected to cooperate in good faith with any transfer obligations previously established through applicable operating agreements, contracts, ownership agreements, or other legally binding documents.

Continuation When One Executive Producer Remains

If removal, resignation, incapacity, or another vacancy results in only one Executive Producer remaining, the remaining Executive Producer will continue the operation and planning of Missouri Kink Weekend.

The remaining Executive Producer will seek a qualified replacement and submit the proposed individual to the Advisory Board for review.

Appointment of a new Executive Producer will proceed upon a successful review of the proposed individual which should include checking resources and a background check if able.

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The incoming Executive Producer must also complete any legal, financial, organizational, or ownership requirements necessary to formally assume the position.

Continuation When No Executive Producer Remains

If no Executive Producer remains able or willing to serve, the Logistics Producer will assume the role of Interim Executive Producer for the remainder of the current contest cycle.

The Interim Executive Producer is responsible for maintaining the continued operation of Missouri Kink Weekend but does not automatically acquire any ownership or membership interest in the Missouri Kink Weekend business entity by virtue of serving in the interim role.

The Advisory Board will begin the process of identifying new Executive Producers.

Selection of new Executive Producers requires unanimous approval of the Advisory Board and completion of all legal and organizational requirements necessary to establish their authority.

Public Communication

Following a successful vote of no-confidence and once immediate transition needs have been addressed, the remaining Executive Producer, Interim Executive Producer, or other individual designated by the appropriate governing authority will issue a statement through official Missouri Kink Weekend channels when public communication is appropriate.

The statement should provide sufficient information to communicate the leadership change and continued operation of Missouri Kink Weekend while respecting privacy, confidentiality, legal obligations, and the integrity of any ongoing investigation or dispute.

6. Transition and Organizational Property

Any individual removed from an office or title under this policy is expected to cooperate with reasonable steps necessary to protect the continued operation of Missouri Kink Weekend.

Upon request, outgoing officeholders must return or relinquish Missouri Kink Weekend property that they do not personally or legally own, including records, documents, credentials, administrative access, communication accounts, equipment, branding materials, and confidential organizational information.

Removal does not authorize Missouri Kink Weekend or any individual acting on its behalf to seize personal property or extinguish legal rights outside the authority granted by applicable governing agreements or law.

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7. Recordkeeping

Missouri Kink Weekend will maintain reasonable internal documentation of formal removal proceedings.

Documentation may include:

- The request or basis for removal
- Notice provided to the individual
- Investigation summaries or findings
- Records of votes
- Recommendations
- Final decisions
- Documentation of any resulting transition or restrictions

Such records will be maintained as confidential organizational records and accessed only when reasonably necessary for governance, legal compliance, safety, or continued organizational operations.

8. Relationship to Other Missouri Kink Weekend Policies

This policy should be interpreted together with the Missouri Kink Weekend Bylaws, Code of Conduct, Contestant and Titleholder Handbook, and other formally adopted policies.

Where misconduct gives rise to a potential removal, the investigation procedures contained in the Code of Conduct may be used to establish findings before action is taken under this policy. Removal from an office or title does not prevent Missouri Kink Weekend from imposing separate consequences under the Code of Conduct when warranted.

If a provision of this policy conflicts with the legal governing documents of the Missouri Kink Weekend business entity, applicable law, or a legally binding agreement, those controlling authorities will govern with respect to legal ownership, property, contractual rights, or business interests.