ASK NAAP: How to fire a Resident Council President?

Firing or removing a Resident Council President should be approached with care, respect, and adherence to the Resident Council's bylaws or governance rules. If your council does not yet have a formal written process, follow these general best practices:

Here are the Steps to Remove a Resident Council President

1. Review the Bylaws
    - Verify if the Resident Council has established written rules that outline leadership roles, term limits, and procedures for removal.
    - Look for sections like "removal from office," "disciplinary action," or "member conduct."
2. Document Concerns or Misconduct
    - Keep written records of the president's behavior or actions that justify removal (e.g., abuse of power, failure to fulfill duties, disrespect, poor representation, etc.).
    - Gather statements or complaints from residents if applicable.
3. Request a Special Meeting
    - Follow council rules to call a meeting (e.g., a petition signed by a percentage of members or a vote by the council).
    - The agenda should clearly state that discussion of leadership removal will take place.
4. Allow for Discussion and Response
    - Present the concerns at the meeting.
    - Allow the president to respond or defend their actions.
    - Maintain a respectful and focused meeting, focusing on facts.
5. Vote on Removal
    - A vote is typically required. Check if a simple majority or a two-thirds vote is needed, depending on your rules.
    - Document the vote in official meeting minutes.
6. Elect or Appoint a Replacement
    - If the president is removed, appoint a vice president or hold a new election per your bylaws.
7. Notify Residents and Staff Administration
    - Share the outcome and changes with the broader resident community and facility management.

Please remember:

- Respect resident rights and avoid personal attacks.
- Avoid violating fair housing or disability protections.
- If there is no formal structure, work with facility staff or an ombudsman to facilitate mediation.