



Rob Neto &lt;chipoladivers@gmail.com&gt;

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**Re: Resignation**

1 message

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**Rick Murcar** <rick.murcar@nationalassociationforcavediving.org>

Tue, Apr 14, 2015 at 8:24 AM

To: Chipola Divers &lt;chipoladivers@gmail.com&gt;

Cc: "calzonlawoffice@aol.com" &lt;calzonlawoffice@aol.com&gt;

Rob

As per your request and in accordance with the By-laws S&P please see the attached letter. Please respond within the required number of days, I am expecting that you will wish to contest the findings

Rick Murcar

On Mon, Apr 13, 2015 at 8:54 AM, Chipola Divers &lt;chipoladivers@gmail.com&gt; wrote:

Rick,

I see you are up and responding on the forums. I have already asked you for specifics as to the suspension. You cannot just suspend an instructor without providing details of the allegations and findings of the current investigation. Prior to leaving the meeting I had only heard the words "vaguely" and "sort of". If specific standards violations were determined then you must make me aware of that. The bylaws are clear in this -

*When a member's conduct is deemed detrimental to the organization as the result of an ethics committee investigation/formal hearing, the member may be suspended.*

*Examples of actions that result in suspension include:*

- 1. Gross violations of NACD standards, which jeopardize the safe conduct of students in training.*
- 2. Non issuance of student certification when all requirements for certification have been satisfactorily completed.*
- 3. Financial irresponsibility in transacting business with the NACD.*
- 4. Wrongful discrimination against the NACD organization or its members.*
- 5. Failure to respond to official quality assurance inquiries.*

*A member assigned a suspended status is not authorized to represent himself or herself as an NACD instructor, to teach NACD courses or to certify NACD divers. Nor may they take advantage of any other benefits of instructor membership.*

- 6. Criminal activity (suspension will occur upon learning of an arrest or citation issued).*

The complaint against me was filed over a year ago and no action was taken at that point. I've continued to offer NACD courses over that time and have not had a single incident occur. I don't see how the board could deem any of my conduct as "detrimental" to the organization.

Please respond to my question by the close of business today.

And I also will remind you that you have signed a confidentiality agreement. I suggest you delete your response on CDF. Even suggesting that there is an investigation is a violation of that agreement.

Rob Neto  
Chipola Divers, LLC  
5010 Fort Rd.  
Greenwood, FL 32443

Sidemount, Technical, Rebreather, & Cave Diving Instruction & Mentoring  
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On Sun, Apr 12, 2015 at 12:43 PM, Rick Murcar <[rick.murcar@nationalassociationforcavediving.org](mailto:rick.murcar@nationalassociationforcavediving.org)> wrote:

Rob,

I understand your position and the issue. I will not attempt to convince you otherwise nor to reconsider. There are some things required to get us back on track and I plan to hang in there and see them through, it will not be a easy task. Your service to the NACD is noted and very much appreciated. Under the polices of the NACD your resignation is accepted.

It is with regret however as a result of the allegations made against you and our investigation that I must advise you; that you are immediately suspended from teaching NACD programs pending a QA Hearing of which a date, location and time will be announced. You will be given suitable time to prepare. You will be provided with a itemized list of the accused violations. You will be afford the right to challenge your accusers

Rob You have rights in this situation and I promise that a fair process shall be followed to protect those rights.

Rob my intention is not a personal, I do consider you a friend but I will protect the NACD

Rick Murcar

On Sun, Apr 12, 2015 at 10:09 AM, Chipola Divers <[chipoladivers@gmail.com](mailto:chipoladivers@gmail.com)> wrote:

Rick,

I've spent the last 3 or so years volunteering a lot of my time to the NACD in hopes of helping to move the agency forward and become a better one. I've run into a lot of road blocks but kept pushing on because I thought with the right mix of people we could make a difference. Over the past couple of years the NACD has lost several instructors. Some have told me their reason for leaving is Larry. I didn't understand at the time how one person could have such an effect on an entire organization but after the meeting last night I finally understand. You didn't notice because you weren't looking at Larry whenever I was speaking but his body language was very apparent, not only to me but also to others in the room. He has a definite bias against me. He's repeatedly stated he wants to continue running the NACD as he has in the past. You've heard it as well as everyone else. A couple years ago you even suggested to Larry that he step down, and ironically, I talked you out of it. Well, I'm tired of fighting a losing battle. So I am resigning from my position as training director and as a member of the board of directors. I feel my efforts can be better focused elsewhere. Good luck with the NACD.

Rob Neto  
Chipola Divers, LLC  
5010 Fort Rd.  
Greenwood, FL 32443

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