



**Disabled Veterans Outdoors**  
Our way of saying "THANK YOU"

## Board of Directors Application

Name: \_\_\_\_\_ Phone#: \_\_\_\_\_ Email: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ ZipCode: \_\_\_\_\_

Emergency Contact: \_\_\_\_\_ Relationship: \_\_\_\_\_ Phone#: \_\_\_\_\_

Veteran: Yes/No Branch: \_\_\_\_\_ Rank: \_\_\_\_\_ Years served: \_\_\_\_\_

Disability: Y / N Service Connected? Y/N Rating: \_\_\_\_\_ How does your disability limit you?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

What Values and Skills can you bring to the organization?:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Our Goal** is to provide the best possible experience for the veteran while maintaining a safe, comfortable, and low stress environment. We need to remember that this is their event, and we can advise them on ways to be successful, but they do not have to follow the advice. Many need the time to talk and vent to someone who will listen. While we cannot guarantee a successful harvest, we can provide a memorial event through camaraderie, support, information exchanges, quality meals, and participation gifts. Many veterans report that these things mean the most, with a successful harvest being considered a bonus.

### Board Specific Rules

#### **MEETING ABSENCES**

Guidelines are set in our By-laws: Three consecutive unexcused absences from a meeting are grounds for removal from the Board. An unexcused absence is not notifying the President that you will not be attending the meeting.

#### **COMMUNICATION**

Clear and concise communication needs to be provided to each Board Member whether it is in person, email, or text. It is important that Board Members respond to any communication when requested to ensure everyone is aware of what is going on and has input on the subject. Electronic votes will have a limit of 24hrs, shorter time limits may be implied if a decision is needed right away. Board members calling for the vote must make

that clear in the text. Per the Bylaws, Quorum for an electronic vote is set at the number of responses. For example, a vote is called for and only 3 reply. Those 3 votes decide the issue.

## **DRESS CODE**

All Board Members are expected to dress appropriately for the event they are attending. You are representing Disabled Veterans Outdoors and want to insure to make a good impression.

Examples: At the annual banquet or meeting with a company/organization requesting a donation, the black DVO polo shirt and jeans should be worn unless otherwise determined. At a tent set up such as a fair, the red T-shirt (older staff shirts may be used during 3 or more-day events) and jeans or shorts should be worn unless otherwise determined.

## **MISCONDUCT**

**Unacceptable or inappropriate behavior** by any Board Member while representing DVO in any capacity will not be tolerated. This includes but not limited to disrespect and/or deformation of others, fraud, misuse of DVO property, discrimination of any kind, bullying, and sexual harassment.

**Bullying** is defined as behavior that intimidates, degrades, offends, or humiliates someone. When someone is constantly mean to another person on an ongoing basis that is considered bullying. Nothing may be meant by your behavior but to another it is considered bullying.

**Discrimination** is defined as being unfair or being prejudicial towards the treatment of people and groups based on characteristics such as race, gender, age, and sexual orientation.

**Sexual harassment** is any unwelcome conduct of a sexual nature that is based on a person's sex. It can be verbal, physical, or both. These can include but not limited to: unwelcome sexual advances, offensive remarks about a person's sex, unwanted touching, unwanted sexual teasing.

**SOCIAL MEDIA** Board Members should avoid posting content or comments on any social media that could harm the reputation of DVO. Any reports of such comments will be brought before the Board to determine what further action, if any, will be taken.

**LEASED PROPERTY** - 3400 COOPERRIDERS ROAD NORTHWEST, GLENFORD, OHIO Under no circumstance is any Board member or Board member guest permitted to hunt on this property unless it is a scheduled DVO hunt. No artifacts, such as but not limited to arrowheads, are to be found and removed from the property. Failure to comply with the above will result in the Board member being removed from the Board and responsibility for any monetary fines will be at that Board member's expense. Also, should the Board be required to vacate the property the Board member will be responsible for all moving costs.

## **LANDOWNER PROPERTY USED BY DVO**

Under no circumstance is any Board member or Board member guest permitted to hunt or fish on the landowner's property unless it is a scheduled DVO event. No Item or Game Animal may be removed from the property without landowners' permission. Failure to comply with the above will result in the Board Member being removed from the Board. The Board member will be held responsible for any damage to the property and/or fines imposed by the landowner.

## **Consequences**

The consequences may depend on the seriousness of the offence and may range from suspension to removal and may include repayment to DVO if the offence causes us a monetary loss. The Board will discuss the incident, allow the member to respectfully defend the accusation, and vote on the consequences.

## **General Code of Conduct**

Code of Conduct/Rules: You will be responsible for following the rules below. Violations can lead to being asked to leave, suspension from other DVO events, or complete denial of services at the board's discretion.

I hereby agree to the following:

1. I will treat Staff, Volunteers, fellow veterans with respect.
2. I will not use violence/or threats of violence.
3. I understand and agree sexual harassment, or discrimination based on someone's race, color, religion, or sexual orientation is not permitted.
4. I will not damage equipment or property of others. (You will be held financially responsible.)
5. I will notify DVO immediately if unable to attend an event.
6. I will return all DVO equipment after the event.
7. If asked to leave an event, I will do so quickly and quietly without causing further issues.
8. I will keep the noise down after 10pm.
9. I will not arrive at an event under the influence of drugs/alcohol.
10. I will not drink or use drugs in Blinds/Boats.
11. I will follow land/boat owners rules.
12. I will follow all instructions from guides/DVO staff. (ie. stay in blinds until told to come out)
13. I will not steal.
14. I will not sell, possess, purchase, or use illegal drugs at a DVO event.
15. I will not attempt to get personal permission to use properties/locations used during DVO events.
16. I will follow all Federal and State Fish and Game Regulations. I agree / I disagree

#### Photo Release

I hereby grant permission to Disabled Veterans Outdoors (DVO) to use any photographs or videos taken of my participation in this event or activity for publication, press release, or other communication online to aid in the furtherance of their mission. Y / N

#### Liability Waiver

I completely understand that participation in the above event or activity could include actions or tasks which might be hazardous and could result in harm, injury, or accidental death to myself. I acknowledge these facts and agree to release the Disabled Veterans Outdoors (DVO), as well as its staff, insurers, volunteers, participants, sponsors, businesses and their employees, and/or property locations named above from all losses, liabilities, costs, expenses (including attorney fees), demands, damages, claims, actions and causes of action, in law or equity, relating in any way to, or arising out of my participation in the above named event or activity. Further, I grant full permission to seek any necessary emergency medical treatment on my behalf and agree to accept financial responsibility for the cost related to the same - also indicated by my voluntary signature on this waiver of liability below. **(Unwillingness to consent to waiver will disqualify the applicant from Board Service.)** Y / N

By signing this application, I swear to uphold the Values and Mission of Disabled Veterans Outdoors (DVO), to follow the Constitution and Bylaws and Code of Conduct of the same, and conduct myself with integrity, honesty, and respect. I also swear to keep the best interest of the organization in mind and will strive to lead by example. I do this of my own free will and in good faith.

<p><b><u>Applicant</u></b></p> <p>Printed Name: _____</p> <p>Signature: _____</p> <p>Date: _____</p>	<p><b><u>Board use ONLY</u></b></p> <p>Passed by Board: <u>Yes / No</u></p> <p>Office or Position: _____</p> <p>Board Officer Signature: _____</p> <p>Date: _____</p>
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