

# **POLICY AND PROCEDURE**

## **Policy #13 Substance Use**

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Members of the Minnesota EMS Honor Guard Will conduct themselves in a professional manner when it comes to the use and wearing of the Class A or Class B uniform. This is to include:

1. No smoking
2. No vaping
3. No smokeless tobacco use
4. No alcohol use

Members of the Minnesota EMS Honor Guard who choose to use tobacco or vaping devices while in Class C or Class D uniforms shall make every reasonable effort to do so out of the view of the general public or utilize a cover garment.

The Minnesota EMS Honor Guard does not allow the use of recreational drugs or being under the influence of recreational drugs while in uniform.

If any member experiences or is witness to any activities that violate the above standards, that incident shall immediately be reported to a member of the Executive Board. The identity of the reporting party will be kept confidential. The Executive Board will investigate the incident and take any necessary action promptly.

Based on the severity and nature of the incident, the Member in Violation may be subject to MNEMSHG Bylaws Article 2, Section 2.5.2.

Section 2.5.2. Procedure for Termination. A member may have his or her membership terminated in good faith by a majority vote of the Board of Directors. Except for termination for failure to pay dues, the following procedure shall be followed:

- (a) Not less than 15 days prior written notice of the suspension or termination and the reasons for it; and
- (b) An opportunity for the member to be heard, orally or in writing, before the Board of Directors or a committee designated by the Board of Directors to hear such matters not less than five days before the effective date of the suspension or termination.

