

POLICY AND PROCEDURE

Policy #12 Fraternization

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Public Displays of Affection (PDA)

The Minnesota EMS Honor Guard holds all members to high standards concerning personal conduct. It will be a standard that members will not engage in PDA while in uniform and/or while taking part in Minnesota EMS Honor Guard events. The purpose of these customs is that members must, at all times, project an image that leaves no doubt that they live by a Minnesota EMS Honor Guard standard of order and discipline.

Examples of prohibited PDA:

1. A member, in uniform, and his or her partner holding hands while walking through a public facility.
2. A member, in uniform, and his or her partner kissing and/or hugging in a public place/facility,
3. A member and his or her partner holding hands, kissing, and/or hugging while in civilian clothes and taking part in a Minnesota EMS Honor Guard activity.

Examples of allowable PDA:

1. A member in uniform carrying a baby or young child.
2. A member in uniform holding hands while walking with a young child.

The Minnesota EMS Honor Guard will be an equal opportunity organization and seek to maintain the highest standards of professional ethics. 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

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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.