

# **POLICY AND PROCEDURE**

## **Policy #11 Code of Conduct**

**Created 10-22**

**Revision date N/A**

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**Effective date 1/1/2025**

The Minnesota EMS Honor Guard will be an equal opportunity organization and seek to maintain the highest standards of professional ethics. Membership in MNEMSHG will not be based on race, color, creed, national origin, religion, faith, gender, sexual preference, or age (Section II, Article 2.1 MNEMSHG Bylaws). Members of the MNEMSHG shall not be subject to any form of harassment. Harassment can include "sexual harassment" or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature.

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.