

Part I

Member Conduct Policy

1. Purpose:

The purpose of this policy is to permit action against any member or members of the International Association of Women Police (IAWP) who have exhibited conduct detrimental to the organization.

2. Objective:

- 2.1 The membership of the IAWP will sanction member(s) whose conduct has been deemed to be detrimental to the IAWP.
- 2.2 The Board of Directors may further sanction members of the Board of Directors whose positions of added trust and responsibility are expected to represent a higher standard of conduct within the organization.

3. Procedure:

If a member's conduct is deemed detrimental to the Association at any time, the membership may take action to suspend the member.

- 3.1. A recommendation to suspend a member must be presented to the Board of Directors in a notice supported by a minimum of three members of the Association.
- 3.2 The Board of Directors will review the information and, if deemed necessary, shall conduct an investigation to determine the merits of the recommendation.
 - 3.2.1. If the Board of Directors finds that there is sufficient evidence to support a recommendation to suspend, the Sergeant-at-Arms shall notify the member(s) involved.
 - 3.2.2. Notification shall be done by double registered mail, and/ or, by return receipt e-mail, sent at least thirty (30) days prior to the vote held at the Annual General Meeting.
- 3.3 At the Annual General Meeting, the Board of Directors shall present the findings of the Board to the membership.
 - 3.3.1. A period of discussion shall be afforded to the membership for questions and clarification of the Board of Directors.
 - 3.3.2. The member(s) in question will be afforded a period for response not to exceed fifteen (15) minutes.
 - 3.3.3. Should the membership agree to an extension of this time allotment, the member(s) shall be granted an extension as agreed upon.
- 3.4 Upon the completion of the discussion, a membership vote will be taken by secret ballot.
 - 3.4.1. A two thirds majority is required to pass the suspension.

4. Suspension:

The suspension shall be reviewed by the Board of Directors at each BoD meeting until the expiration of the suspension unless:

- 4.1.1. The suspension is followed by a permanent removal of the member from the Association.
- 4.1.2. The member resigns from the Association.

5. Terms:

- 5.1 A suspension will be for a period of time commensurate with the egregiousness of the conduct. This is to be determined by the Board and recommended to the membership in the proceedings at the Annual General Meeting.
- 5.2 A member who is suspended will not be eligible, for the period of the suspension, to:
 - 5.2.1. Vote at any Annual General Meeting.
 - 5.2.1. Run for any position on the Board.
 - 5.2.2. Be a member of any IAWP Committee including a conference committee.
 - 5.2.3. Be a member of the Board of Trustees.
- 5.3 At the period of expiration of the suspension, a member will not be eligible to nominate for or be appointed to any position on the Board of Directors or IAWP Committees for a period of a further three years

Part II

Board Member Conduct Policy

1. Purpose:

The purpose of this policy is to permit action against any member of the Board of Directors of the International Association of Women Police (IAWP) for conduct detrimental to the organization.

2. Objective:

The Board of Directors (BoD) will sanction member(s) of the Board whose conduct has been deemed detrimental to the IAWP.

3. Procedure:

If a Board Member's conduct is deemed detrimental to the Association at any time, the Board of Directors may take action to suspend the member.

- 3.1. A recommendation to suspend a Board member must be presented to the BoD by a notice supported by a minimum of three voting members of the Board.

- 3.2 The Board of Directors will review the information and, if deemed necessary, shall conduct an investigation to determine the merits of the allegations.
 - 3.2.1. If the Board of Directors finds that there is sufficient evidence to support a recommendation to suspend, the Sergeant-at-Arms shall notify the subject member(s).
 - 3.2.2. Notification shall be done by double registered mail, and/ or, by return receipt e-mail, sent at least thirty (30) days prior to the vote.
- 3.3 The Board of Directors shall hold a vote, by confidential ballot, to confirm the suspension of the member.
 - 3.3.1. A simple majority is required for the suspension to come into effect.
- 3.4 A suspension may consist of some or all of the duties and responsibilities of the subject member's position(s) on the Board of Directors as defined in policy.
 - 3.4.1. The suspended member may retain such title(s) on the BoD, and perform such duties as have not been suspended.
- 3.5 The terms of the suspension shall remain in effect until the following Annual General Meeting (AGM) where it will be placed on the agenda.
 - 3.5.1. If this suspension occurs during the Board of Directors meeting preceding the Annual Training Conference, the subject member may elect:
 - 3.5.1.1. To have the suspension placed on the agenda of the AGM immediately following the BoD meeting; or
 - 3.5.1.2. To remain under suspension until the next AGM
- 3.6 At the Annual General Meeting, the Board of Directors shall present the findings and subsequent actions of the Board to the membership.
 - 3.6.1. A period of discussion shall be afforded to the membership for questions and clarification.
 - 3.6.2. The member in question shall be afforded a period for response not to exceed fifteen (15) minutes.
 - 3.6.3. Should the membership agree to an extension of this time allotment, the subject member shall be granted an extension as agreed upon.
- 3.7 A vote to continue or cancel the suspension shall be held by secret ballot.
 - 3.7.1. A two thirds majority from the general membership present at the meeting is required to continue the suspension.

4. Suspension:

The suspension shall be reviewed by the Board of Directors at each BoD meeting until the expiration of the suspension unless:

- 4.1. The suspension is followed by a permanent removal of the member from the Board of Directors.
- 4.2. The suspension is followed by a permanent removal of the member from the Association.
- 4.3. The member resigns from the BoD.

4.4. The member resigns from their membership in the Association.

5. Terms:

A member of the Board of Directors who is suspended will not be eligible, for the next three years:

5.1. To run for any position on the IAWP Board of Directors.

5.2. To be a member of any IAWP Committee including a conference committee.

5.3. To be a member of the Board of Trustees.

Adopted Fall Board Meeting 2010

Amended Content Early Board Meeting 2012