

S.obriety

T.rained

O.fficers

R.epresenting

M.ississippi

Constitution & Bylaws

2013

Revised

S. T. O. R. M.
Constitution & Bylaws
Adopted May 2, 1996
Revised May 2013

Code Of Ethics

As a Member of S.T.O.R.M. and being actively engaged in the enforcement of traffic laws and particularly in DUI detection and apprehension, I dedicate myself to the application of my skills, fairly and impartially in the interest of public safety, justice and truth.

To cooperate with others in the profession, promote improvement in my field through knowledge, training, and research and to disseminate such information in continuing efforts to advance the field of DUI detection and standardized field sobriety training.

To employ my knowledge factually and accurately.

To protect the technical standards of the profession of DUI detection and SFST.

I humbly accept my responsibility of public trust and seek God's guidance that I may keep inviolate the profession of DUI detection and SFST.

Constitution

Article I

Name and Objective

- Section 1. This organization shall be known as Sobriety Trained Officers Representing Mississippi, a non-profit organization, and is formed for the following reasons:
- A. To associate persons who are actively engaged in DUI detection and standardized field sobriety testing, in an organized body so that the profession in all of its branches may be standardized and effectively and scientifically practiced.
 - B. To encourage the improvement of the science of DUI detection and SFST.
 - C. To keep members appraised of the latest techniques and discoveries in SFST.
 - D. To employ the collective wisdom of the profession to advance DUI detection and SFST.
 - E. To actively promote legislation that improves traffic safety and enhances DUI laws in the State of Mississippi.
 - F. To administer and conduct all programs without regard to race, color, age, sex, religion, disability, or national origin.

Article II Membership

- Section 1. **Membership**
Membership of the association shall consist of Charter, Active, Associate, Life Active, Honorary, and Honorary Lifetime Membership Award. Application for membership shall conform to the provisions as set forth in the Bylaws.
- Section 2. **Charter Membership**
Charter Membership of the association will be limited to all Active Members who join the chapter within a period of one (1) year after the charter.
- Section 3. **Active Membership**
Active Membership of the association shall consist of persons actively engaged in DUI detection and SFST; provided that the foregoing persons are bona fide employees of, and who receive salaries from national, state, county, or municipal governments by the state of Mississippi. Active Members shall not lose their status because of retirement or change of position, so long as they remain in good standing, and they may hold office.
- Section 4. **Associate Membership**
Associate Membership of the association shall consist of persons who serve in law enforcement related fields and have a compelling interest in the philosophy of S.T.O.R.M. and shall have and maintain and be subjected to all rules and bylaws of an active member and hold all rights and privileges thereof.
- Section 5. **Life Active Membership**
This membership shall be limited to Active Members of the association who have paid their membership dues and assessments for (20) twenty consecutive years and to all past Presidents. These persons shall be eligible to all privileges of an Active Member and shall be excused during the remainder of their lifetime from payment of dues.
- Section 6. **Honorary Membership**
Honorary Membership of this association shall consist of persons who have performed some particular service for the association or who have contributed to the advancement of law enforcement in some conspicuous manner. Such person or persons, upon motion of any member in good standing, may be elected to the association by the assembly at large, to hold Honorary Membership for a period of one (1) year and be excused from the payment of dues. They shall not be eligible to vote or hold office.
- Section 7. **Honorary Lifetime Membership Award**
Honorary Lifetime Membership Award is to honor a person for distinguished service to the organization by actions to promote the precepts of S.T.O.R.M. It shall not be based solely upon the length of time a person has been a member of S.T.O.R.M. Honorary Lifetime Membership can be chosen at the annual spring conference. Nominations for this award must be brought before and voted upon by the general membership. Nominations may be submitted by any member and must be submitted to the President of S.T.O.R.M. or the Chairman of the Board of Directors in writing at least thirty (30) days prior to the Annual Spring Conference. The President of S.T.O.R.M. will then present nominations to the general membership for a vote. Nominees will not be present during the voting process. The nominee who receives the most votes from the general membership shall then be titled an Honorary Lifetime Member, who shall retain all the

rights, privileges and honors afforded a regular member, and shall thereafter be exempt from membership dues.

Section 8. All members shall be selected without regard to race, color, age, sex, religion, disability, or national origin.

Article III Officers

Section 1. There are hereby created the following officers of the association:

- A. President
- B. Vice President
 - 1. Northern Region
 - 2. Central Region
 - 3. Southern Region
- C. Secretary
- D. Treasurer
- E. Sergeant-at-Arms

Section 2. All the officers shall be elected from members in good standing at the Annual Conference of the Association.

Section 3. The Annual Conference is designated as the Spring Conference, and the Semi-Annual Conference/mid-term membership meeting is designated as the Fall Conference.

Article IV Board of Directors

Section 1. There shall be a Board of Directors of twelve (12) voting members consisting of the Chairman, the President, the Northern Region Vice President, the Central Region Vice President, the Southern Region Vice President, the Secretary, the Treasurer, the Sergeant-At-Arms, Chairman Emeritus, a representative from MASEP appointed by the President, an Alcohol and Traffic Safety Advocate appointed by the President, and an at-large member (preferably a judge or prosecutor) appointed by the President.

Section 2. All past presidents, lifetime members, and past officers of the association may attend Board meetings. They may be heard, however, they will have no vote.

Section 3. A voting quorum of the Board of Directors shall be seven (7) Directors.

Section 4. If at any time during their tenure, any Board member is unable to act or is not performing effectively, said Board member can be removed from office by a majority vote of duly appointed Board members. Unless otherwise specified herein, to fill any vacated position, created by any cause, the current President shall appoint a replacement with the approval of the Board until the next Annual Conference election.

Section 5. There shall be at least two (2) Board of Directors meetings per fiscal year.

Section 6. The President or the Chairman of the Board may call for a vote by the Board should an emergency occur between Board meetings. Upon notification of the emergency, the Chairman or the President (whoever receives the initial notification) will notify the Chairman or the President

(whoever did not receive the initial notification). Emergency issues for vote must be forwarded to the Board by written document via email, hand delivery, or U.S. mail postage pre-paid. Votes returned in response by individual Board members must be in writing and submitted via email, hand delivery, or U.S. mail postage pre-paid to the Secretary.

- Section 7. Roberts Rules of Order shall govern proceedings at Board meetings, and the meetings shall proceed in the following order of business:
- A. Call to order by the Chairman
 - B. Unfinished business
 - C. Report of the Secretary
 - D. Report of the Treasurer
 - E. Reports of the committees
 - F. Other reports
 - G. New Business
 - H. Election of Officers
 - I. Adjournment

Article V

Duties of the Chairman of the Board

- Section 1. The Chairman of the Board shall be a voting member of the Board of Directors.
- Section 2. The Chairman of the Board shall be elected from members in good standing and shall hold office for a period of two (2) years after election at the Annual Spring Conference. Election for Chairman of the Board shall be held during odd-numbered years.
- Section 3. The Chairman of the Board is responsible for calling all meetings of the Board of Directors as required in the constitution and any other meetings of the Board of Directors as necessary.
- Section 4. The Chairman of the Board shall attend Board meetings as necessary.
- Section 5. The Chairman of the Board is responsible for setting the agenda and presiding over all Board meetings.
- Section 6. The Chairman of the Board shall ensure all tasks concerning the business of the organization are completed.
- Section 7. The Chairman of the Board shall make procedural decisions not specified herein.
- Section 8. If at any time during the two year tenure of the Chairman of the Board, the Chairman is unable to act or is not performing effectively as Chairman, the Chairman can be removed from office by a majority vote of duly appointed Board members.
- Section 9. If the Chairman of the Board position is vacated for any reason, the current President shall appoint a replacement with the approval of the Board until the next Annual Spring Conference election.

Article VI
Duties of the Chairman Emeritus

- Section 1. The Chairman Emeritus shall be a voting member of the Board of Directors.
- Section 2. It being in the best interest of this organization, the Chairman Emeritus shall be selected from prior Chairmen of the Board in good standing who served in such capacity for a minimum of eight (8) years.
- Section 2. The Chairman Emeritus will be appointed by the Board of Directors and approved by the Membership by vote at the Annual Spring Conference. The Chairman Emeritus shall hold office for life subject to section five (5) of this article.
- Section 3. The Chairman Emeritus shall attend Board meetings as requested and provide advisory services on appropriate matters.
- Section 4. The voting privileges of the Chairman Emeritus can be suspended by a majority vote of duly appointed Board members.
- Section 5. The Chairman Emeritus may only be removed from the position via Board recommendation to the membership and the membership's majority vote at the following Annual Spring Conference.

Article VII
Duties of President

- Section 1. The President shall be a voting member of the Board of Directors.
- Section 2. The President, elected for a one (1) year period, shall be elected from members in good standing and shall not succeed him/herself in office except when serving the unexpired term of his/her predecessor.
- Section 3. The president shall act in conjunction with the Board of Directors in the organization and planning of conference speakers and activities.
- Section 4. The President shall attend Board meetings as necessary.
- Section 5. The president shall carefully supervise the affairs of the Association and labor for its usefulness and efficiency. The President shall preside at all membership business meetings of the association and shall preserve order and decorum. The President shall appoint all standing and special committees and any other non-elected personnel as needed for operation of the organization and shall fill by appointment all vacancies among the Officers and Committees (except otherwise provided for in these articles) caused by death, resignation and other causes, during the recess between the Annual Spring Conferences. The President shall appoint three (3) Board Members: the representative from MASEP, the Alcohol and Traffic Safety Advocate, and the at-large member. The President shall appoint operational personnel as necessary to include a Quartermaster, Webmaster, Co-Treasurer, Legislative Liaison, Conference Manager(s), Sponsorship Director, Legal Advisor, and Parliamentarian. The operating personnel may attend Board meetings; they may be heard but shall have no vote on Board matters.
- Section 6. The President shall perform other duties as necessary.

Section 7. If at any time during the President's one year tenure, the President is unable to act, or is not performing effectively as President, the President can be removed from office by a majority vote of duly appointed Board members.

Section 8. One (1) of the vice presidents shall be elected by the Board to succeed to the office of the President in the event of the death, disability, resignation or removal from office and shall serve the unexpired term thereof.

Article VIII

Duties of the Vice Presidents

Section 1. The Vice Presidents shall be voting members of the Board of Directors.

Section 2. The three (3) Vice Presidents shall be designated as Northern Region Vice President, Central Region Vice President, and Southern Region Vice President. Each Regional Vice President will be elected from members in good standing whose agencies are located within the Mississippi Department of Public Safety's corresponding region. Each Vice President shall hold office for a period of one (1) year after election at the Annual Spring Conference.

Section 3. The Vice Presidents shall attend Board meetings as necessary.

Section 4. One (1) of the Vice Presidents shall act as presiding officer of the association during the temporary absence or disability of the president at the direction of the president and/or Chairman of the Board. One (1) of the vice presidents shall be elected by the Board to succeed to the office of the President in the event of the death, disability, resignation or removal from the office of the President and shall serve the unexpired term thereof.

Section 5. The Vice Presidents shall assist the host of the annual spring and semi-annual fall conference with direct guidance from the President to plan and organize conference affairs.

Section 6. The Vice Presidents shall perform such other duties as may be assigned to the office by the President or the Board of Directors.

Section 7. The Vice Presidents shall obtain and maintain a folder containing 1) the most current constitution and bylaws and 2) copies of all resolutions and 3) minutes of all organizational meetings. This folder shall be maintained throughout the Vice Presidents' terms and transferred to each Vice President's successor at the time each is elected or appointed.

Section 8. If at any time during their one year tenure, any Vice President is unable to act, or is not performing effectively as Vice President, said Vice President can be removed from office by a majority vote of duly appointed Board members.

Section 9. If any Vice President position is vacated for any reason, the current President shall appoint a replacement with the approval of the Board until the next Annual Spring Conference election.

Article IX
Duties of the Secretary

- Section 1. The Secretary shall be a voting member of the Board of Directors.
- Section 2. The Secretary shall be elected from members in good standing and shall hold office for a period of two (2) years after election at the Annual Spring Conference. Elections for Secretary are to be held during even-numbered years.
- Section 3. The Secretary shall keep the records and minutes of the association, including a full and accurate account of all the proceedings of the elections.
- Section 4. The Secretary shall attend Board of Directors meetings as necessary and shall serve as the secretary of the Board of Directors.
- Section 5. The Secretary shall be responsible for the keeping of a full and accurate account of all the proceedings of the Board of Directors, the general business meetings and the general educational sessions.
- Section 6. The Secretary shall receive all applications for Association membership and shall see that all applicants receive acceptance/rejection status by the Board of Directors. Upon approval by the Board of Directors (approval can be received by telephone conversation with the President or Board Chairman. However, the Board of Directors must accomplish formal acceptance/rejection of a potential member), the Secretary will furnish the new member with a duly signed membership card. A copy of the Constitution and Bylaws will be supplied if requested.
- Section 7. The Secretary shall upon receipt of annual membership dues by the Treasurer furnish that member with a current signed membership card that bears the expiration date. The Secretary shall keep accurate records of member status. Those members one (1) year delinquent are to be dropped from membership by the secretary, who will notify the member that he is to be removed from the mailing list.
- Section 8. The Secretary shall perform such other duties as may be assigned by the office of the President or the Board of Directors.
- Section 9. If at any time during their two year tenure, the Secretary is unable to act, or is not performing effectively as Secretary, the secretary can be removed from office by a majority vote of duly appointed Board members.
- Section 10. If the Secretary's position is vacated for any reason, the current President shall appoint a replacement with the approval of the Board until the next Annual Conference election.

Article X
Duties of the Treasurer

- Section 1. The Treasurer shall be a voting member of the Board of Directors.
- Section 2. The Treasurer shall be elected from members in good standing and shall hold office for a period of two (2) years after election at the Annual Spring Conference. Elections for Treasurer are to be held during even-numbered years.

- Section 3. The Treasurer shall account for all monies due the Association and keep a just and accurate account between the association and its members.
- Section 4. The Treasurer shall attend Board meetings as necessary.
- Section 5. The Treasurer shall draw all warrants and checks for the expenses of the Association. The Treasurer is authorized to expend funds, upon receipt of proper vouchers, incurred by the Association officers in the normal operation of Association activities. Board of directors approval is not required for expenses less than four hundred dollars (\$400.00), but the Board approval is required for expenses equal to or in excess of that amount. Expenditures equal to or in excess of four hundred dollars (\$400) made by joint decision of the Treasurer and the Quartermaster for the purchase of merchandise are not subjected to Board approval.
- Section 6. The Treasurer shall provide a detailed financial report to be submitted at Board of Directors meetings and the Association business meetings. Association members shall approve the financial records at each Association business meeting. The treasurer shall furnish any and all financial records required by the audit committee. The audit committee will review these records prior to each Association business meeting.
- Section 7. The Treasurer shall perform such other duties as may be assigned to the office by the President or the Board of Directors.
- Section 8. In the event of death, resignation, removal of the treasurer, the President shall be authorized to sign any warrants of checks.
- Section 9. If at any time during the Treasurer's two year tenure, the Treasurer is unable to act, or is not performing effectively as Treasurer, the Treasurer can be removed from office by a majority vote of duly appointed Board members.
- Section 10. If the Treasurer's position is vacated for any reason, the current President shall appoint a replacement with the approval of the Board.

Article XI

Duties of the Sergeant-at-Arms

- Section 1. The Sergeant-at-Arms shall be a voting member of the Board of Directors.
- Section 2. The Sergeant-at-Arms shall be elected from members in good standing and shall hold office for a period of one (1) year after election at the Annual Spring Conference.
- Section 3. The Sergeant-at-Arms shall attend Board meetings as necessary.
- Section 4. The Sergeant-at-Arms shall have command of the outer door of the conference hall and shall permit none to enter who is not properly qualified. They shall assist the president in preserving order.
- Section 5. The Sergeant-at-Arms shall perform such other duties as may be assigned to the office by the President or the Board of Directors.

- Section 6. If at any time during the Sergeant-at-Arms' one (1) year tenure, the Sergeant-at-Arms is unable to act, or is not performing effectively as Sergeant-at-Arms, the Sergeant-at-Arms can be removed from office by a majority vote of duly appointed Board members.
- Section 7. If the Sergeant-at-Arms' position is vacated for any reason, the current President shall appoint a replacement with the approval of the Board.

Article XII

Duties of the Board of Directors

- Section 1. The Board of Directors shall be the governing body of the organization. The Board shall conduct business for the organization in accordance with the constitution and bylaws.
- Section 2. The Board of Directors shall take into account the site selection of the membership, but will have the authority to change or adjust the place, date, and content of the fall and/or spring conferences.
- Section 3. The Board of Directors shall have the power to investigate any member or officer of the association upon any charge affecting honor or conduct unbecoming a member or an officer, provided the charges are made in writing and signed by the person making said charge.
- Section 4. Any written charge against any member or officer shall be placed in the hands of the President, who shall within ten (10) days, lay the matter before the Board of Directors for consideration and the Chair of the Board of Directors shall thereupon send a copy of the said charges to the accused by registered mail and the accused shall have thirty (30) days in which to answer in writing such charge or charges. Failure to answer such charges within thirty (30) days shall be deemed a confession of the truth of the charge or charges.
- Section 5. After due consideration of the evidence at hand, the Board of Directors may suspend said member and all rights and privileges of said member and shall submit an investigative report to the general membership at the next conference for action.

Article XIII

Membership Meetings

- Section 1. All elections (to include Chairman, President, Vice Presidents, Secretary, Treasurer, and Sergeant-at-Arms) shall be made at the Annual Spring Conference. Voting is by members in good standing with a voice vote, a show of hands, or by ballot. The manner of vote is selected by the Association Presiding Officer at the conference. A majority of all votes cast shall be necessary to elect any candidate. The Secretary and Treasurer will be elected for a two (2) year term (or every even year). The Chairman of the Board will be elected for a two (2) year term in every odd year.
- Section 2. If more than two (2) candidates run for the same office, the name of the candidate receiving the lowest number of votes shall be dropped on each succeeding ballot until two (2) names remain, unless on any ballot one (1) candidate shall receive a majority of all votes cast.
- Section 3. The Secretary shall be responsible for keeping of a full and accurate account of all the proceedings of the Conference elections.
- Section 4. Roberts Rules of Order shall govern the proceedings at the membership meetings, and the meetings shall proceed in the following order of business:

- A. Call to order by the President
- B. Unfinished business
- C. Report of the Secretary
- D. Report of the Treasurer
- E. Reports of the committees
- F. Other reports
- G. New Business
- H. Election of Officers
- I. Adjournment

Article XIV

Emblem

- Section 1. Members of the association in good standing may use and/or display the emblem of the association. While attending meetings and conferences of the organization, members shall not be authorized to wear S.T.O.R.M. or law enforcement emblems, identifiers, insignia, or logos while engaged in any activity or behavior that would bring dishonor or embarrassment to the organization.

Article XV

Dissolution

- Section 1. In the event that this association shall be dissolved or otherwise terminated, the assets and income thereof shall not be used to the benefit of any member or private individual, but shall be used, until they are exhausted, for the purpose of carrying out the objectives for which this association was formed.

Article XVI

Committees

- Section 1. **The Nominating Committee**

The Nominating Committee shall consist of the Chairman of the Board of Directors, who shall serve as Chairman of the Nominating Committee, four members in good standing who are to be appointed by the Board of Directors, and any past Presidents who are present during the spring conference and who wish to serve. This committee shall be so appointed as to ensure an equal geographical representation of the association, if possible. The Nominating Committee shall be appointed at the spring conference and will screen potential nominees for offices that will be vacated at the Annual Spring Conference. The Nominating Committee shall post a list of candidates prior to the Annual Spring Business meeting. These nominations will be voted on by the full membership. Nothing contained herein shall be construed to preclude the nomination for office of any eligible member from the floor of the conference. This Committee shall only operate in cases where no candidate in good standing has offered him/herself for election.

- Section 2. **Audit Committee**

The president shall name an Audit Committee consisting of two (2) association members at the Annual Spring Conference. The Audit Committee shall examine all financial records of the treasurer during the Annual Spring Conference and report its findings during the Spring Conference.

Section 3. **Conference Committee**

As deemed necessary by the Board, a conference committee shall consist of the Conference Manager and members in good standing appointed by the President. The Conference Committee shall undertake and accomplish tasks necessary to plan and host conferences under the guidance of the Conference Manager.

**Article XVII
Resolutions**

Section 1. Resolutions must be presented in writing to the President of the association or the Chairman of the Board of Directors at least thirty (30) days prior to any conference. The resolution will then be put before the Board of Directors for consideration. If approved by the Board the resolution will be placed before the General Membership for a vote.

**Article XVIII
Constitutional Amendments**

Section 1. This constitution may be amended by a vote of two-thirds (2/3) majority of the membership present at the Annual Spring Conference. Amendments to the Constitution must be presented in writing to the President of the association or the Chairman of the Board of Directors at least thirty (30) days prior to the Annual Spring Conference. The amendment will then be put before the Board of Directors for consideration. If approved by the Board the amendment will be placed before the General Membership for a vote at the Annual Spring Conference.

Section 2. Advanced notice of amendment shall be accomplished through notice at the previous conference/meeting of the membership, posting on the website, and/or within conference registration packets.

Ratified May 1996
Amended October 2001
Amended May 2013

Bylaws

**Article I
Application for Membership**

Section 1. An application for active Membership shall be made upon the official form of the Association and submitted to the Secretary along with the annual dues and assessments in the amount set forth herein.

Section 2. Information gathered for, entered into, or held in the membership database assimilated through member application or information updates shall not be shared with members or outside entities and may only be utilized for the business of the organization.

Section 3. All members shall be selected and programs administered without regard to race, color, age, sex, religion, disability, or national origin.

Article II

Dues and Assessments

- Section 1. Annual dues for membership to the association shall be twenty dollars (\$20.00) for new members as well as renewals. The fee, if collected in the last quarter of S.T.O.R.M.'s fiscal year (which begins on May 1), will be applied and effective for the last quarter of the fiscal year and the next full fiscal year. The last quarter begins February 1 and ends April 30.
- Section 2. An additional assessment of ten dollars (\$10.00) for new members and renewals will be made. The fee will be designated for the Benevolence Fund. If collected in the last quarter of S.T.O.R.M.'s fiscal year (which begins on May 1), the fee will be applied and effective for the last quarter of the fiscal year and the next full fiscal year. The last quarter begins February 1 and ends April 30. The Benevolence Fund assessment will continue to be collected until the fund reaches ten thousand dollars (\$10,000). After the Benevolence Fund reaches ten thousand dollars (\$10,000), the additional annual assessment fee of ten dollars (\$10.00) will then be designated for the purpose of carrying out the objectives for which this association was formed. At the time the Benevolence Fund is depleted to below seven thousand five hundred dollars (\$7,500), the fee will once again be designated for the Benevolence Fund.
- Section 3. Any member who is one (1) year delinquent in the payment of dues for the current year is not in good standing, and it shall be the duty of the Secretary to notify such member of the fact immediately thereafter and to remove such members' names from the mailing list of the association pending the payment of said dues, or reinstatement as provided for hereinafter.
- Section 4. Annual dues for members in good standing and currently on active military duty shall be suspended. The member shall remain in good standing until their return from active military duty. Dues for such members will be assessed at the annual renewal time following their return from active military duty.
- Section 5. In the event a member is suspended for nonpayment of dues as provided for in the proceeding sections, or has otherwise withdrawn their membership while in good standing, they may be reinstated upon the following conditions:
- A. They will retain their original charter membership number upon payment of the past unpaid dues.
 - B. They will make payment of current dues
 - D. Exceptions to the above conditions will be handled on an individual basis and must be approved by the Board of Directors.
- Section 6. The annual renewal membership date shall be May 1 of each calendar year.

Article III

Conference Fees

- Section 1. At least two (2) months prior to each fall and spring conference, conference fees for attendees shall be set by the Board of Directors. Funds received as conference fees shall be utilized for any necessary expenditures related to each conference. The Board of Directors, operational and conference personnel, and Lifetime Members may be exempt from payment of conference fees only as the budget may allow. Scholarships may be created and administered by the Board of Directors and/or a designee appointed by the Board as deemed necessary and as the budget may allow.

Article IV Sponsorship

- Section 1. The organization shall seek organizational sponsorship to assist in offsetting operational and conference expenses.
- Section 2. Any member may and is encouraged to assist in securing sponsorships; however, the Board of Directors and/or a designee appointed by the Board shall have primary responsibility in procuring sponsors and may do so by employment of any legal method or resource available.
- Section 3. Organizational sponsorships will be for one (1) year and eligible for renewal.
- Section 4. Organizational sponsorships are delineated and designated as follows:
- A. Platinum Sponsors are designated as sponsors donating two thousand five hundred dollars (\$2,500) or more.
 - B. Gold Sponsors are designated as sponsors donating one thousand dollars (\$1,000) or more but less than Platinum Sponsors (\$2,500).
 - C. Silver Sponsors are designated as sponsors donating five hundred dollars (\$500) or more but less than Gold Sponsors (\$1,000) and Platinum Sponsors (\$2,500).
 - D. Bronze Sponsors are designated as sponsors donating two hundred fifty dollars (\$250) or more but less than Silver Sponsors (\$500), Gold Sponsors (\$1,000), and Platinum Sponsors (\$2,500).
- Section 6. Sponsors may be recognized by any avenue deemed appropriate by the Board of Directors.
- Section 5. Nothing contained herein shall preclude or limit any quantity, sum, or amount of event sponsorship, which includes monetary or in-kind contributions donated and utilized for the preparation or duration of specific events, including, but not limited to, conferences.

Article V Awards

- Section 1. Performance awards including certificates and/or organization merchandise may be given at each conference during the association business meeting.
- Section 2. The delineation, designation, and criteria for awards will be set by the Board of Directors at least two months prior to each conference.

Article VI Sexual Harassment Policy

- Section 1. It is the policy of Sobriety Trained Officers Representing Mississippi (S.T.O.R.M.) that all members are responsible for ensuring that any event, class, conference, etc. is free from sexual harassment. S.T.O.R.M. recognizes sexual harassment as unlawful discrimination, just as conduct that belittles or demeans any individual on the basis of race, religion, national origin, sexual preference, age, disability, or other similar characteristics or circumstances. Because of S.T.O.R.M.'s strong disapproval of offensive or inappropriate sexual behavior at such events, all members must avoid any action or conduct which could be viewed as sexual harassment.
- Section 2. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexually harassing nature, when: (1) submission to the harassment is made either explicitly or implicitly a term or condition of membership or members'

participation in any class, conference, or event; (2) submission to or rejection of the harassment is used as the basis for membership decisions affecting the individual; or (3) the harassment has the purpose or effect of unreasonably interfering with a member's participation or creating an intimidating, hostile, or offensive environment.

- Section 3. No member shall threaten or imply that any other member's refusal to submit to sexual advances will adversely affect that person's membership, privileges, rights, participation, assigned duties, or any other term or condition of membership.
- Section 4. Any member who has a complaint of sexual harassment by anyone should first clearly inform the alleged harasser that his/her behavior is offensive or unwelcome and request that the behavior stop. If the behavior continues, the member must and is encouraged to immediately bring the matter to the attention of the any member of the Board of Directors. If a Board Member is involved in the harassing activity, the violation should be reported to the Chairman of the Board, the President, or one of the Vice Presidents as all these officers are available to any member of the organization at any time.
- Section 5. If a Member of the Board of Directors or an Officer has any knowledge of an incident of sexual harassment, they shall immediately inform the Board of Directors for suspension or disciplinary action to be affected against the alleged harasser.
- Section 6. The alleged harasser may be suspended from membership by the Board along with all his/her rights and privileges. During such suspension, an investigation will be conducted by S.T.O.R.M. as specified in the Constitution.
- Section 7. If the investigation supports charges of sexual harassment, disciplinary action against the alleged harasser will take place according to the organization's constitution and may include termination of membership.
- Section 8. If the investigation reveals that the charges were brought falsely and with malicious intent, the reporting member and/or victimized member may be subject to disciplinary action, including termination of membership.
- Section 9. If the reporting member and/or victimized member is/are dissatisfied with the Board's response to his/her complaint, he/she may request an appeal. Such request shall be submitted to the Chairman of the Board or the President in writing within thirty (30) days of the Board's notification of decision.
- Section 10. S.T.O.R.M. will not in any way retaliate against any individual who makes a report of sexual harassment nor permit any member to do so. Retaliation is a serious violation of this sexual harassment policy and should be reported immediately. Any person found to have retaliated against another individual for reporting sexual harassment will be subject to appropriate disciplinary action, up to and including termination of membership.

Article VII
Benevolence Fund Policy

Section 1. Dispersion of Benevolence Funds shall be limited to five hundred dollars (\$500) per beneficiary member per request. Any member in good standing may submit a written request to the Chairman of the Board of Directors or the President for dispersion of the Benevolence Fund to themselves or on behalf of any other member, provided the beneficiary member is in good standing. Upon receipt of the request, the Chairman or the President (whoever receives the initial request) will notify the Chairman or the President (whoever did not receive the initial request). The Chairman of the Board will confer with the Secretary to determine whether or not the member is in good standing. The written need or request along with the member's standing will be forwarded by the Chairman of the Board of Directors in writing to the Board of Directors. The Board shall determine 1) if any dispersion of the Benevolence Fund should be made and 2) the amount to be dispersed (not to exceed \$500). The Board may request more information from the Chairman of the Board of Directors or his/her designee in order to fully evaluate the request. The Board may confer via telephone or electronic communication to discuss the request. Any votes or decisions from the members of the Board shall be documented in writing to the Secretary. The Chairman of the Board shall forward all final decisions to the Treasurer, who may then dispense the Benevolence Fund monies as directed. The Chairman of the Board of Directors and/or the President shall forward all documentation for each request to the Secretary for record. Should the Board deny dispersal of the Benevolence Fund, an appeal of the decision may be requested by the originally requesting member, the benefactor, or the any member of the Board of Directors. Such requests for appeal shall be handled in the same manner as an original request described herein. In the event of the death of any member or in the event of the death of any member's immediate family, Benevolence Fund monies may be expended by the Treasurer for flowers or love offering, not to exceed one hundred fifty dollars (\$150), for the member or his/her family, provided the member is in good standing.

Article VIII
Amendments to Bylaws

Section 1. These bylaws may be amended by a vote of majority of the membership present at either the Annual Spring Conference or the Semi-Annual Fall Conference. Amendments to the Bylaws must be presented in writing to the President of the association or the Chairman of the Board of Directors at least thirty (30) days prior to the Annual Spring or Semi-Annual Fall Conference. The amendment will then be put before the Board of Directors for consideration. If approved by the Board the amendment will be placed before the General Membership for a vote at the Annual Spring or Semi-Annual Fall Conference.

Adopted May 1996
Amended October 2001
Amended May 2013