

Report of Policies and Procedures Committee:

August 2020

Committee was tasked with reviewing the bylaws, Anti harassment, Whistleblower policies and Youth Representative document.

Our recommendations for approval are unanimous. Tools tracking on so you can see the proposed changes.

IF YOU HAVE QUESTIONS ABOUT ANY OF THESE PROPOSALS, PLEASE CONTACT MARY, MARYSUE OR JOHN PRIOR TO THE MEETING. Otherwise, these issues will be addressed summarily on the consent calendar.

1) **Bylaws, Proposed Changes (2020)**

Bylaws: these bylaws were reviewed and revised in 2019. 3 of 4 the members who conducted this review, remain on the committee. John did not participate in 2019 review. However, all of us agree, except for the proposed revision to Article 111 and IV, there is no need for further updating at this time.

Purpose of proposed revision (articles III & IV): we discussed a way to message a desire for movement of leadership opportunities as officers and committee chairs. The revisions adds encouragement language. It is not enforceable, but it is a good way to re enforce how important we feel rotation of leadership is and perhaps with this in our bylaws we will make our practice align with this vision. We recommend approval

2). Anti harassment/anti discrimination

We strengthened our commitment by removing equivocal language. We recommend approval.

3) Whistleblower

We strengthened our commitment by removing equivocal language. We recommend approval.

We also discussed whether this should be expanded to volunteers and concluded this is an employee policy geared towards personnel actions and it should not be expanded. We also discussed whether we should soften the language regarding the complaint in writing and determined the use of the word "may" provides the flexibility but it is really important to have the employee's own words so whether the employee reduces it to writing or the investigator does, there will be a writing.

4). Youth Representative

We have discussed a way to address the need for a youth perspective by creating a youth member of the board with more flexibility and mentoring to make it feasible. The purpose of this document is to better define the role and create a marketing tool. It utilizes the regular board recruiting principals. Kitty got us going with the draft. We tweaked it and recommend approval.