



Membership Policy

Approved by Board: September 26, 2022

Effective Date: September 26, 2022

Purpose

The purpose of the Membership Policy is to outline the rights and responsibilities for all Network of Emergency Support Services Teams (NESST) Society members. This policy also outlines membership fees and other policies that govern how memberships are renewed and terminated.

Mission

The mission of the NESST Society is to:

- ❖ provide Emergency Support Services Volunteers with education that encourages respectful, compassionate, and effective response to people evacuated due to an emergency.
- ❖ give an opportunity for Emergency Support Services Volunteers to contribute to the ongoing development of Emergency Support Services and NESST.
- ❖ recognize the commitment and dedication Emergency Support Services Volunteers provide.

Core Values

Members of the NESST Society will conduct themselves in a way they consider, in good faith, would be most likely to promote the long-term success of the organization through honest communication and action. The members abide by the association's core values of respect, education, and contribution.

Respect

Members will show respect in regards to members of the association and those who we serve as well as a universal respect for an observance of human rights and fundamental freedoms for all without discrimination on the basis of race, color, national origin, native language, religion, gender, gender identification, sexual orientation, age, marital status,



Network of Emergency Support Services Teams

citizenship, pregnancy, or disability. All viewpoints will be heard and considered in all aspects of the Society's business.

Education

Through ongoing education all members will continue to gain knowledge, comprehension and skills through active participation and honest communication. Members will freely share information and network in order to advance the Emergency Support Services program.

Contribution

Members are encouraged to contribute to the NESST Society and Emergency Support Services in a way that will enhance the program.

While members of NESST Society your actions will be considered reflective of the organization so must take into account the best interests of the organization and those who we serve.

Membership Options

Memberships are non-transferrable. There are two options for registering as a member of the NESST Society:

- ❖ When registering for the NESST Conference each year you are automatically signed up as a member and your membership fees are included in the full price of the conference.
- ❖ If you are unable to register for the NESST Conference you can submit a Membership Application Form and submit your membership fees to the NESST Society.

Membership Fees

Membership fees are determined by the NESST Society Board and will be posted on the NESST website. Membership fees are due on March 31st of each year.

Members who have not paid their membership fees by May 31st of each year are considered inactive and will not be considered "in good standing" until their dues are paid.

Member Rights and Responsibilities

Members who are not directors have a right to:



Network of Emergency Support Services Teams

- ❖ vote at an Annual General Meeting or Special General Meeting
- ❖ requisition a members' meeting, provided they meet the required threshold of 10% of voting members
- ❖ submit members' proposal, provided they fulfill the requirements of the Societies Act including meeting the minimum threshold of 5% of voting members
- ❖ receive written notice and reasons for their expulsion and make reasonable representations to the non-profit regarding their expulsion
- ❖ request the attendance of the non-profit's auditor at a meeting during which the financial statements or the appointment or removal of the auditor will be considered, provided the non-profit receives a written request at least 7 days before the meeting.
- ❖ to inspect records listed under Section 20 of the Societies Act

If the NESST Society isn't following its bylaws or the Societies Act and the NESST Society Board is not engaging in a resolution a member has the right to reach out to the Civil Resolution Tribunal. The CRT has a solutions explorer which you can use to determine what remedies are available in your situation.

Standards of Conduct

1. Members will obey all Federal, Provincial and Local Government laws and be guided by the NESST Standard of Conduct in the performance of their duties.
2. Members will not discriminate against others because of race, color, national origin, native language, religion, gender, gender identification, sexual orientation, age, marital status, citizenship, pregnancy, or political affiliation.
3. Members will conduct themselves in a professional manner, being respectful and courteous to each other, their supervisors, and the public they serve.
4. Members will strive to improve their knowledge and skills in order to provide the best possible service to the community.
5. Members will maintain and respect the confidentiality of personal information received in the performance of their duties.
6. Members will maintain the integrity of the organization through honest communication and actions.