



## POLICY AND PROCEDURE HANDBOOK

## MEMBERSHIP PROCEDURES

The membership in HOSA-Future Health Professionals (NM HOSA) is intended to reflect the diversity among members of the profession. Diversity is defined to be the inclusion of all qualified persons whose differences may include but are not limited to age, ethnicity, physical ability, gender, race, or religion. HOSA Chapters are instrumental in helping to create the pipeline of future health professionals and membership is important.

- I. The initial membership roster will be completed online by November 1.
- II. Additional membership will be completed online prior to State Conference through the National HOSA website [www.hosa.org](http://www.hosa.org).
- III. For competitive event eligibility membership must be completed prior to State Conference deadlines.
- IV. Final membership must be submitted by the National deadline and may be submitted after competitive event eligibility deadlines.

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## MEMBER CONDUCT

HOSA-Future Health Professionals is an integral part of the instructional program and emphasizes respect for the dignity of work and high standards in workmanship, scholarship, and ethics. Professionalism is to be promoted at all times. Individuals are expected to follow the Code of Ethics, as well as respective local school behavior policies.

The Code of Ethics states:

*Each individual assumes a number of obligations, one of which defines professional conduct. This Code of Conduct is an extension of the classroom situation. A professional code of conduct is required as would be proper for the classroom. This means that during HOSA-Future Health Professionals, membership individuals are responsible for maintaining a high professional standard of conduct.*

## DELEGATE CONDUCT GUIDELINES

- A. The term “delegate” shall mean any member of HOSA-Future Health Professionals.
- B. Delegates shall abide by the bylaws and/or constitution of NM HOSA organization, all policies, and directives issued by the organization, and by the local school district policies during their membership.
- C. All HOSA delegates must meet the interscholastic requirements of the New Mexico Activities Association. (2.5 GPA with no “F”.) Or their school eligibility requirements.
- D. Delegates shall keep their adult advisors and/or sponsors informed of their activities.
- E. Delegates must stay in housing designated by their chapter advisor during the conference.
- F. Delegates shall use authorized transportation only.
- G. Delegates are permitted to attend authorized activities only.
- H. Delegates will use wholesome language in all speeches and informal conversations including but not limited to electronic communication. This means that, while a member, any content posted on any social media may be reviewed by an authorized adult such as an advisor, parent or guardian. These websites will be monitored and a delegate may be requested to remove material. If a delegate fails to do, the delegate will be subject to consequences according to policy and procedures.
- I. Delegates will avoid participating in and actively discourage any conversations, which belittle or downgrade fellow CTSO members, officers, and adults.
- J. Delegates will avoid participating in and actively discourage any activity that may include illegal activity. i.e. drugs, alcohol or tobacco, sexual harassment, etc.
- K. Delegates shall respect and abide by the authority delegated to the presiding officer, chapter advisors, sponsors, and state staff.
- L. During a HOSA member’s term of membership they will avoid public displays of affection with any person at any school activity or HOSA function. This is not limited to hand-holding, hugging, kissing, and any other form of public display of affection.
- M. Delegates will maintain proper dress and good grooming on all occasions and follow the dress code.
- N. Identification badges must be worn to all official functions and/or as directed.
- O. Delegates shall attend all general sessions and activities assigned, including workshops, competitive events, committee conferences, etc. for which they are pre-registered, unless, engaged in some other authorized assignments taking place at the same time.

- P. Delegates will immediately separate from any situation in which a violation of this code of ethics has occurred and report the violation to an adult. This includes situations in which the delegate is not present, but has direct knowledge.
  - Q. Boys will not be in the girl's room and /or girls will not be in the boy's rooms at any time unless an adult sponsor is present.
  - R. Curfew each night will be designated in the program or as established by the chapter advisor, and all delegates will be in their rooms by curfew.
  - S. Delegates shall respect the rights and safety of other hotel guests.
  - T. Delegates will observe all penalties for violations of this code of ethics imposed at the discretion of their advisor, school official, and NM HOSA Board of Directors.
  - U. Delegates violating or ignoring the above conduct guidelines are subject to their chapter's entire delegation being unseated, its candidates being disqualified, and any honors or officers being canceled and withdrawn from members of their delegation.
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- I. The member, parent or guardian, school administrator, and chapter advisor will sign the CTSO Medical/Conduct forms before the student member can participate in a local chapter and/or attend conferences designated by the NM HOSA Board of Directors. The form will also contain a photo and video release. This form should be retained by the chapter advisor and will be in their possession at all conferences.
  - II. Problems with member conduct will be handled first by the chapter advisor—then if necessary by the State Advisor or designee. If at the local school, the designee can be a school official and local advisor.
  - III. Failure to comply with the above guidelines may result in termination of membership.

## DUES

- I. State Dues
  - A. New Mexico is a unified state. Students must affiliate with both State and National organizations.
  - B. Membership dues are sent to the National Office as indicated on the membership invoice.
  - C. Final dues/membership rosters must be received in the National Office before participation in any official activity of NM HOSA.
  - D. State membership dues for NM HOSA are \$15.00.
- II. National dues are established by National HOSA, Inc.
- III. Appeal Procedure. If an active member has paid dues prior to the established deadline(s), but through no fault of his/her own the dues were not received at the nationals, the following procedure will be followed to establish proof of payment:
  - A. Provide an official school receipt showing state and national dues paid, the signature of the person receiving dues, the receipt number (all receipts must be shown as a part of a series with sequence documented), or a canceled check. Include a statement from persons related to the case explaining the situation in relation to the late receipt of dues.

## **OPERATIONAL PROCEDURES**

- I. Local operational procedures for local chapters are determined by the approved chapter constitution. These constitutions shall follow the State and National HOSA Constitution and Bylaws.
  
- II. The approved State Constitution and Policies determine the operational procedures for the state association and will follow the National HOSA Constitution and Bylaws.

## ADVISORS/CHAPERONES

In accordance with NMAA guidelines and the local school district, advisors must retain responsibility for their students and chaperones at all HOSA events and activities. Individual school district policies, procedures, and regulations regarding chaperones' rights and responsibilities are to be followed during the event or activity.

- I. Local Advisors. It is recommended that a health science teacher serves as a chapter HOSA advisor; however, in cases where there is no such interested leader, a state-certified educator may be approved by the school's principal. The non-health science advisor would have all the rights and privileges of a health science advisor.
- II. There must be a chaperone or advisor provided/assigned for each gender group when attending overnight conferences.
- III. Advisors and Chaperones must adhere to NMAA and the local school district's code of conduct.
- IV. All adult delegates planning on attending any New Mexico HOSA activity will review and complete an Adult Delegate Code of Conduct and send a copy to the State Executive Council prior to any HOSA sponsored events for that school year. A copy of the Adult Delegate Code of Conduct can be found on the website or in the Appendix.



## FINANCES

- I. The Treasurer of the Board of Directors will oversee any accounts obtained in the name of New Mexico HOSA. Those accounts that are under the management of a fiscal agent will be reviewed by the treasurer. All monies generated by fundraising, sponsorships, registration, and membership fees belong to New Mexico HOSA. Finances will be maintained in accordance with generally accepted accounting principles through New Mexico HOSA's fiscal agent. In the event that New Mexico HOSA no longer has a fiscal agent, the responsibility of the maintenance and auditing of New Mexico HOSA's financial records falls to the organization.
- II. The conference registration fee will be set by the State advisor and approved by the Board of Directors. A budget for the year will be presented to the Board of Directors for approval.
- III. The following expenses shall be covered for State Executive Council Officers during their term provided funds are available:
  - State Executive Council polo or officer uniform
  - Name badge
  - Business cards
  - CTSO Officer Leadership Training meetings
  - Registration for the newly elected officers to attend officer training during the International Leadership Conference.
  - The chapter advisor is responsible for appropriate transportation for their officer.
- IV. Payment policy for chapters will be as follows: Chapters must pay in full the cost of any registration fees within 30 days of the conference end date. If a chapter does not meet these guidelines a hold will be put on the next conference and that chapter may not register until the debt has been paid.
- V. NM HOSA finances are available for review by all members. Members wishing to review the finances should contact the board chair.

## REGIONAL TESTING

- I. The regional online testing dates regarding registration, testing window, and results shall be determined by the State Advisor or designee and posted on the HOSA calendar.
- II. Online testing is optional to all HOSA members and can be used for students to become familiar with the online testing system as well as gain needed practice and experience prior to testing for the state event.
- III. Chapter advisors are responsible for "**thoroughly and carefully**" reading all competitive event guidelines (yearly updates) and are responsible for making sure that they have students entered in appropriate events.
- IV. Eligibility
  - A. Students must be affiliated and paid members of HOSA.
  - B. Each member is eligible to take the online test in any event that has a testing option. Please refer to the Competitive Events Guidelines.
  - C. Students must take the test during the testing window posted on the calendar.
- V. Results
  - A. Testing results will be verified and sent to chapter advisors.
  - B. Chapter advisors may use the results to determine the top students in each event that will represent their chapter at the state level.

## STATE CONFERENCES

- I. The time and place of the state conferences shall be determined by the State Advisor or designee and upon consultation with the Board of Directors.
- II. The State Advisor will contract with a State Judge Coordinator, a Tabulation Coordinator, and a Competitive Events Coordinator to facilitate competitive events.
- III. Each chapter will have a ratio of adults/students that will ensure that students are properly supervised (the recommendation is one adult for every ten students). Chapter advisors are responsible for orienting students and sponsors about the conduct expected at all times.
- IV. Chapter advisors will be assigned to work during the State Leadership Conference.
- V. Chapter advisors are responsible for "**thoroughly and carefully**" reading all competitive event guidelines (yearly updates) and are responsible for making sure that they have students entered in appropriate events and that they are affiliate/paid members of HOSA.
- VI. Eligibility for State Competitions
  - A. Students must be affiliated and paid members to compete at the State Leadership Conference.
  - B. Each New Mexico HOSA member is eligible to compete in a maximum of three HOSA competitive events total in the following categories: Health Science, Health Professions, Emergency Preparedness, Leadership, and Teamwork.
  - C. Students may not compete in more than 3 events in total.
    - Students may compete in three total Health Science Events
    - **Or** students may compete in two Health Science Events and one event in another category
    - **Or** students may compete in one Health Science Event, one Leadership Event OR Team Event, and one Health Professions OR Emergency Preparedness Event.

Exception – Students may participate in as many recognition category events as they qualify for.
  - D. Students competing in the following events will not be scheduled unless they have completed the online testing portion for this event.
    - HOSA Bowl
    - Biomedical Debate
- VII. Online Testing
  - A. Online Testing will be required for all events that have a testing component. Refer to the Competitive Events Guidelines.
  - B. Advisors cannot proctor the student during the online testing. A designee must be determined to administer the test.
  - C. Advisors are responsible for registering the student in the proper event for testing and submitting a proctor for the test by the deadline.

- VIII. **Minimum Competency** shall be defined as the score that must be attained in order to be recognized for achievement in competitive events at the NM HOSA State Leadership Conference and to qualify for competition at the International Leadership Conference. For National HOSA students that don't achieve 70% or better do not advance to round 2 events at ILC national level.
- IX. Contest material is not required to be returned to contestants. State Advisor will determine if contest material can be returned.
- X. Each local chapter in good standing is entitled to send two voting delegates per affiliated chapter
- XI. Voting delegates from three-fourths (3/4) of the chapters attending the State Leadership Conference shall constitute a quorum.
- XII. Insurance is carried out by the state association in case of an accident that occurs during the conference. Members need to report the incident immediately to state staff.
- XIII. **State Recognition.** The top 5 finalists in each event will be announced to the stage, each receiving a Finalist Pin. Each placing student will be announced with the 4<sup>th</sup> and 5<sup>th</sup> leaving with the Finalist Pin only and places 1, 2, and 3 receiving a medal (Gold, Silver, or Bronze). The top 3 are eligible to attend ILC.

## INTERNATIONAL CONFERENCE

- I. The top three (3) individuals or teams in each event are eligible to compete at the International Leadership Conference (ILC).
- II. Chapters must complete the **Intent to Compete Form** and the online conference registration by the deadline.
- III. If a competitor is unable to attend ILC then the next available qualifier will be notified with the option to attend ILC.
- IV. Eligibility for National Competitions – If students qualify for more than one event for the National HOSA competition, students must choose only one (1) competitive event for the International Leadership Conference, with the exception of Recognition Events. Students may compete in an unlimited number of Recognition Events at the national level.
- V. Local chapters and schools are responsible for establishing their own regulations for attending National Conferences.
- VI. A student cannot be a current state officer or a state officer candidate and run for a National Executive Council position. A student cannot hold a state office and national office concurrently.
- VII. National Voting Delegate can be any student attending nationals who qualify under the national HOSA policy on voting.
  - A. Voting delegates are ineligible to compete in competitive events at ILC.
  - B. Voting delegates may participate in recognition events except for healthcare issues exams or any event that requires on-site testing.
  - C. Voting delegates are required to attend the track of education activities for voting delegate participation.

## STATE EXECUTIVE COUNCIL

State Executive Council candidates must submit a State Executive Council Candidate packet by the deadline listed in the HOSA State Executive Council Handbook. Candidates must abide by ALL requirements outlined in the State Executive Council Handbook.

- I. Composition
  - A. The State Association shall have five (5) officers consisting of five (5) high school officers.
  - B. The State Executive Council will consist of: a President, a Vice President of Communication, a Vice President of Leadership, a Vice President of Membership, and a Vice President of Outreach.
  - C. Officers' terms of office shall be from the end of the State Conference in the year in which they are elected until the close of the following State Conference.
  
- II. Duties
  - A. State Executive Council Officers will be responsible for duties normally associated with their specific offices. They will be responsible for carryout assignments given by the State Executive Council Coordinator, Board of Directors, or designees or as listed in the HOSA State Executive Council Handbook.
  
- III. Eligibility
  - A. A student must be an affiliated member for one year before running for office.
  - B. Students must be current Freshmen, Sophomores or Juniors to run for office.
  - C. Are endorsed by the Chapter, Chapter Advisor, school principal, and parent if enrolled in a secondary program.
  - D. Are endorsed by the Chapter and Chapter Advisor if enrolled in a Postsecondary/Collegiate program.
  - E. Satisfactorily pass a qualifying exam.
  - F. Have a cumulative GPA of 3.0 on a 4-point scale and no F's in any course.
  - G. Submit to a qualifying process as established in policies and procedures during the State Leadership Conference.
  
- IV. Nomination
  - A. Each chapter can have a maximum of two candidates. The slating committee will only slate two candidates per chapter unless there are 6 or fewer candidates in total. The State Executive Council candidate shall attend the annual State Leadership Conference to seek election as a State Executive Council officer.
  
- V. Campaigning
  - A. NO campaigning is allowed prior to or during the State Leadership Conference. Campaigning may begin once the slate is announced.
  - B. Candidates cannot create or distribute campaign materials, including but not limited to stickers, buttons, brochures, and pamphlets. Candidates cannot use social media sites, including Facebook, for the campaign. All candidate promotions must only be done by word of mouth.
  
- VI. Removal from Office
  - A. Any State Executive Council officer who fails to adequately perform the duties of the office will be removed from office.

- B. Any State Executive Council officer who fails to attend any announced meeting without just cause (illness, death in immediate family, or an unforeseen emergency) shall be placed on probation for a period of time to be determined by the Board of Directors.
- C. Any State Executive Council officer whose behavior, while in the performance of duties, is contrary to published rules of conduct or whose behavior is injurious to the image of this association shall be removed from office.
- D. A State Executive Council officer who fails to maintain a 3.0 grade average or above shall be placed on probation for one grading period. Failure to bring up the average grade shall result in removal from the office.
- E. Removal from office carries the obligation of repayment of the chapter, district, and state funds used to maintain the executive council member in the office.
- F. The executive board members shall be convened to assess each case which may result in removal from office.

## NATIONAL EXECUTIVE COUNCIL OFFICER CANDIDACY PROCEDURES

National Executive Council Candidates must complete the New Mexico HOSA National Candidate Application by the deadline listed in the New Mexico HOSA National Candidate Guide. Candidates must abide by ALL requirements outlined in the National Candidate Guide.

- I. The number of National HOSA Officer Candidates eligible from New Mexico is set by the National Association.
- II. The candidate(s) will be interviewed by a committee at a pre-determined time.
- III. Eligibility
  - A. Candidates must have at least junior classification in high school.
  - B. Candidates must have a minimum of a (3.0 GPA with no “F”) on a 4-point scale.
  - C. Candidates must be active, paid members of HOSA at the time of the screening interview.
  - D. It is **strongly encouraged** that candidates running for National Executive Council have already served as State Executive Council officers.
- IV. The top candidate(s) must have board approval in order to be eligible to run for a national office position.
- V. National Executive Council Candidate Packet will be given to candidate after approval to run for National Office.



## STATE EXECUTIVE COUNCIL CANDIDATE REVIEW AND SLATING COMMITTEE

- I. The committee will be made up of the following **Committee Members**:
  - One Board Member as appointed by the Board of Directors Chair
  - One current State Executive Council Officer as appointed by the Management Team (this officer may not have a candidate for office from their current or previous chapter)
  - Alumni
  - Past State Officer
  - Business/Industry Representative
  - One person designated by New Mexico HOSA staff, who serves as a non-voting facilitator to advise on region boundaries, processes, and qualifications.
  
- II. Review Process
  - A. Any incomplete applications or applications that do not meet requirements will be given one week to make appropriate corrections. Any incomplete applications at that time will be disqualified.
  - B. Those applicants that meet the minimum qualifications will move on to the next step of the process.
  
- III. On-site process at SLC
  - A. **Candidate test and orientation:** Officer Applicants will complete a 50-question candidate test on the first day of SLC. Those scoring 70% or higher will advance to interviews. Those scoring under 70% will not be allowed to continue in the process. After scoring the candidate's exams, applicants who are moving on to the interview will randomly be assigned an interview time. The interview schedule will be posted outside of headquarters.
  - B. **Interview:** Interviews will take place on the first day of SLC and will last approximately 8-15 minutes depending on the number of candidates.
  - C. **Review and slating:** The review and slating committee, in its sole discretion, will slate candidates for offices. The committee is **not** required to slate candidates for all offices and the committee is **not** required to slate all candidates. (e.g., If a region only has one candidate, the committee could slate that candidate for president and leave the region representative position vacant)
  - D. **Posting:** Slating will be posted before Opening Session of SLC. The committee's role ends at that time.

## STATE EXECUTIVE COUNCIL TRAVEL

- I. State Executive Council Officers shall travel with their chapters to conferences/activities in which their chapter is participating. Local schools and/or parents are responsible for transportation to conferences/activities in which the local chapter does not participate. In all cases, local schools/advisors/parents share responsibility for the transportation and supervision of their State Executive Councils.
- II. State Executive Council Officers will not travel to or participate in conferences/activities other than those scheduled by New Mexico HOSA-Future Health Professionals unless written permission is obtained from the State Advisor or designee.
- III. State Executive Council Officers shall travel by means approved by their local school/advisor. Approved transportation shall be (but are not limited to) public transportation (bus) or vehicle driven by teacher/advisor; vehicle driven by adult sponsor (approved by school); or vehicle driven by parent/guardian of officer.

## **INSURANCE POLICY**

- I. Insurance is carried by the state association in case of an accident that occurs during the conference. Members need to report the incident immediately and complete the designated forms.

## **BAD WEATHER POLICY-CRISIS MANAGEMENT**

The following policies will apply when weather or transportation problems cause a school to miss or be late for a conference:

- I. In the event of bad weather during a State Leadership Conference, the conference will proceed as scheduled.
  - A. Activities at the State Leadership Conference will be altered as possible to accommodate schools arriving late due to bad weather or transportation problems.
  - B. Through consultation with the Board of Directors, the State Advisor or designee will make the decisions regarding weather problems.
  
- II. Refunds will be made (in proportion possible) after all conference expenses have been paid.

## GRIEVANCE AND NMAA APPEALS PROCEDURE

- I. At any time during a competitive event, if a competitor feels a major rule infraction has occurred, the competitor should immediately bring this to the attention of the event manager for immediate correction.
- II. Grievance Forms are due no later than 2 hours after an event concludes and may be turned in to any conference staff member. Failure to appeal within the time specified is a waiver of any right to appeal.
- III. Grievances are only allowed for operational challenges in competitive events. The decision of judges is final and will not be changed by filing a grievance. Grievances will be used to improve processes for future conferences. Grievances acted on in any way other than the official grievance form will be immediately dismissed. Grievances will be determined jointly by the State Advisor, the Competition Manager, and the Education Program Supervisor. The decision will be final and may not be appealed.
- IV. Appeal Procedure. If discontented by the determination of the NM HOSA advisor, the student and/or school shall have the right to appeal that decision to the Review Board of the New Mexico Activities Association. A simple letter from the school shall initiate such an appeal. Such a letter shall request that the decision be reviewed by the Review Board, and should be sent to the New Mexico Activities Executive Secretary within five (5) working days after notification is received from the member organization. If such a letter of request is postmarked within five (5) days after receipt of notification, it shall be timely. Failure to appeal within the time specified is a waiver of any right to appeal.
- V. New evidence will not be allowed unless not in existence at the time of the decision by member organization or which, although in existence at the time, was not discovered, although due delinquency was exercised.

## SEXUAL HARASSMENT POLICY

The IRS strongly encourages non-profit organizations to have a Sexual Harassment policy.

### The proposed policy is as follows:

- I. Objective
  - A. To clearly state New Mexico HOSA, Inc.'s (New Mexico HOSA) policy with regard to sexual harassment whether such action results from the conduct of employees, volunteers, board members, members, or certain others associated with New Mexico HOSA.
  - B. To provide for disciplinary action in the event the policy is not followed.
  
- II. Content
  - A. It is the policy of New Mexico HOSA that all employees, volunteers, board members, or members be able to work in a setting free from all forms of unlawful discrimination, including harassment, on the basis of race, color, religion, gender (sex), national origin, age or disability. New Mexico HOSA will not tolerate work-related harassment of employees whether it occurs on or off the job.
  - B. "Sexual harassment" means unwelcome or unsolicited sexual behavior, including sexual advances, requests for sexual favors, dirty jokes, and other verbal or physical conduct of a sexual nature when:
    1. Submission to such conduct is made either explicitly or implicitly a term or a condition of an individual's continued involvement with New Mexico HOSA,
    2. Submission to or rejection of such conduct by an individual is used as the basis for involvement affecting such individual, or
    3. Such conduct has the purpose or effect of unreasonably interfering with an individual's participation or creating an intimidating, hostile, or offensive environment for the employees, volunteers, board members, or members, including, but not limited to jokes, calendars, posters, cartoons, magazines; derogatory or physically descriptive comments about or toward another employee; sexually suggestive comments; inappropriate use of New Mexico HOSA communications facilities; unwelcome touching or physical contact; punishment or favoritism on the basis of an employee's sex; sexist slurs; negative stereotyping; and public displays of affection.
  - C. Activities described above are prohibited on the part of all employees, volunteers, board members, or members, whether or not in a position of power or authority. It is not necessary that there be a supervisory relationship between the involved persons for the activity to be a violation of this policy.
  - D. Any employee, volunteer, board member, or member who feels they have been subjected to any prohibited activity described above should report the incident immediately to their supervisor or the Board of Directors Chair. An employee, volunteer, board member, or member may report harassment without first contacting their supervisor. All resulting investigations will be initiated promptly and will be handled confidentially as possible consistent with New Mexico HOSA's need

to conduct an adequate investigation and take appropriate corrective action to rectify any harassment in violation of this policy that is found to have occurred.

- E. Retaliation against an employee, volunteer, board member, or member who makes a good faith report of harassment or who participates in good faith in an investigation is prohibited.
- F. The Board of Directors Chair or designee will meet with employees, volunteers, board members, or members initially upon the involvement and thereafter no less than annually, to explain the provisions of this policy **and** to restate New Mexico HOSA's prohibition of harassment and retaliation, and to describe the possible disciplinary consequences of violating this policy.
- G. Any employee, volunteer, board member, or member violating this policy will be subject to disciplinary action up to and including termination of involvement.
- H. This policy is not intended to supersede school district policies.

III. Responsibility

Supervisory personnel and the Board of Directors Chair shall be responsible for the enforcement of this policy.

## NON-DISCRIMINATION

The IRS strongly encourages non-profit organizations to have a non-discrimination policy.

- I. It is the policy of New Mexico HOSA to select, develop, and promote board members, advisors, vendors, partners, and student leaders based on individual ability, experience, and community relationships. New Mexico HOSA does not and will not tolerate any discrimination based on race, religion, color, national origin, veteran status, creed, gender, age, marital/family status, physical ability/disability, sexual orientation, or genetic coding.
- II. Additionally, New Mexico assures equal opportunity in all opportunities afforded to board members, advisors, and student participants.
- III. Any person who believes that he or she has experienced discrimination in the above areas should report the facts to the Executive Director or the Board of Directors Chair. If a person is not satisfied, he or she may then report it to the State of New Mexico Equal Rights Commission or Office of Civil Rights, who will investigate the complaint.
- IV. This policy also prohibits reprisals or retaliation against any person because he or she has filed a complaint.



## WHISTLE BLOWER PROTECTION POLICY

- I. Objective: To encourage and provide an avenue for employees, volunteers, board members, and members of New Mexico HOSA, Inc. (New Mexico HOSA) to make internal reports of suspected wrongdoing by New Mexico HOSA employees, management, board members, and/or members; to explain the procedure for the handling of such reports, and to provide for protection against disciplinary or retaliatory action for such good faith reporting.
- II. Content:
  - A. New Mexico HOSA encourages good faith reporting by employees of suspected wrongdoing by its employees, volunteers, board members, and members. It is the policy of New Mexico HOSA that no retaliation shall occur against employees, volunteers, board members, and members when good faith reports of suspected wrongdoing are made.
  - B. Suspected wrongdoing may include any form of suspected illegal activity, accounting or auditing matters, violation of New Mexico HOSA ethics policies, violation of other New Mexico HOSA policies, or other wrongdoing against New Mexico HOSA or its employees, volunteers, board members, and members. Examples of such conduct include, but are not limited to:
    1. Forgery or alteration of documents,
    2. Unauthorized alteration or manipulation of computer files,
    3. Fraudulent financial reporting,
    4. Misappropriation or misuse of New Mexico HOSA resources such as funds, supplies, or other assets,
    5. Authorizing or receiving compensation for goods not received or services not performed, and
    6. Authorizing or receiving compensation for hours not worked.
    7. Employment-related concerns should continue to be reported through normal channels, such as to your immediate supervisor.
  - C. Reporting procedure:
    1. Employees, volunteers, board members, and members shall report suspected wrongdoing to their supervisor; provided that, if the immediate supervisor is involved in the activity, the suspected wrongdoing shall be reported to the next level of authority, including the Chair of the Board of Directors.
    2. Reports will be used as the starting point for investigations. For that reason, reports should contain as much information as the reporting employees, volunteers, board members, and members have available so that New Mexico HOSA may investigate the allegations as thoroughly as possible. (Although the reporting employees, volunteers, board members, and members are not expected to prove the truth of reported concerns, reports must be made in good faith and without significant omissions.)

## D. Investigation:

1. All good faith reports of suspected wrongdoing will be investigated with due diligence.
2. All New Mexico HOSA employees, volunteers, board members, and members have a duty to cooperate with such investigation.
3. The Board of Directors Chair may designate one or more employees, volunteers, board members, or members to complete the investigation. If the Board of Directors Chair is involved in the alleged wrongdoing, then the Board of Directors Vice-Chair will select a committee from the board to complete the investigation.
4. The nature of the reported concern will affect the form of the investigation. Typically, the investigator shall interview the reporting employees, volunteers, board members, and members and any witnesses identified by the employees, volunteers, board members, and members, and shall review all documentary evidence identified by the reporting party or discovered through the investigation.
5. Further, the investigator typically shall also interview the alleged wrongdoer, unless the allegations are of such a nature that a report should be made immediately to law enforcement authorities.
6. An investigation may be concluded whenever appropriate. For example, if initial inquiries, interviews, and/or document reviews do not indicate that there is a reason to continue the investigation, it may be ended.
7. During the investigation, New Mexico HOSA shall strive to the extent legally and reasonably possible to keep the identity of the reporting employee confidential.
8. Unless involved in the alleged wrongdoing, the Board of Directors Chair and the board shall be kept regularly informed of the investigation and any resolutions or conclusions therefrom.
9. The Board of Directors Chair, if not involved in the allegations, shall be responsible for the final determination of appropriate action upon receiving a full report of the investigation.
10. The investigator should communicate with the reporting employees, volunteers, board members, and members. Among other things, the investigator:
  - A. Should let the reporting employees, volunteers, board members, and members know that they may report any additional information;
  - B. Should provide an estimate of the timeframe for the investigation; and
  - C. Should let the reporter know when the investigation is concluded.
  - D. Whether or not the specific results of the investigation are revealed to the reporting employees, volunteers, board members, and members will depend on applicable legal constraints, including whether the matter is referred to law enforcement and whether employee confidentiality dictates that information should not be disclosed.

- E. Prohibition against retaliatory action and harassment.
  - 1. New Mexico HOSA strictly prohibits and will not tolerate any form of retaliation or harassment against employees, volunteers, board members, and members who in good faith report suspected wrongdoing. Retaliatory and harassing conduct prohibited may take many forms, including but not limited to derogatory comments, disciplinary action, demotion, suspension, discharge, and/or threatening comments or actions. Any employees, volunteers, board members, and members who engage in prohibited retaliation or harassment shall be subject to disciplinary consequences up to and including termination of employment.
  - 2. Employees, volunteers, board members, and members who makes false or malicious reports shall be subject to disciplinary action up to termination and other legal action as appropriate.

III. Responsibility: The Board of Directors Chair shall be responsible for administering this policy.

Note:

Updated and approved by Board – October 8, 2020

Updated, October 11, 2021

Updated, August 31, 2022

Updated, August 21, 2023

Updated, September 24, 2024

**APPENDIX**

Adult Delegate Code of Conduct

State Executive Council Handbook

### **Adult Delegate Code of Conduct**

As leaders and teachers of emerging leaders and young professionals, it is important that we prepare our students to have a safe, fulfilling experience at our conferences. New Mexico HOSA recognizes the importance of all adult conference delegates upholding the highest standards of behavior and decorum to model a positive example for our students and ensure the continued success of our organization. It is expected of all conference delegates, and especially our adult leaders, to live out the HOSA values of Competence, Integrity, Teamwork, and Innovation in all our formal and informal interactions at HOSA events.

In order to ensure these standards, the New Mexico HOSA Board of Directors has adopted the following Adult Delegate Code of Conduct. The rules stated below shall govern the conduct of all adult conference delegates throughout the duration of the time that the adult delegate could reasonably be expected to provide supervision or assistance to students during or en route to/from a New Mexico HOSA event.

1. Adult delegates shall make a good faith effort to attend all conference general sessions from start to finish with their entire chapter delegation.
2. Adult delegates shall promote clean, powerful, and positive usage of social media outlets utilized by their chapter members and themselves.
3. Adult delegates shall refrain from using inappropriate or profane language at all times.
4. Adult delegates shall refrain from verbal, physical, or sexual harassment, hazing, or name-calling during official conference dates.
5. Adult delegates shall fulfill conference assignments related to chaperoning duties and competitive event management roles (all advisors will receive event assignments for each conference they attend). This includes attending all official advisor meetings.
6. Adult delegates shall maintain the limits of professional, appropriate relationships with all student members.
7. There shall be no defacing of public property. Any damage to any property or furnishing in the hotel rooms or building must be paid for by the individual or chapter responsible. Adult delegates should ensure that their students clean up private and public spaces they have occupied and/or utilized.
8. Adult delegates shall not possess or consume alcoholic beverages or illicit substances in any form at any time.
9. Adult delegates shall not possess weapons or other dangerous items at any time.
10. Adult delegates shall adhere to a professional dress code in line with conference policies.
11. Advisors (with the assistance of other adult delegates) shall conduct daily meetings with participants to review schedules and ensure that students are prepared to participate in all appropriate conference activities.

12. Adult delegates should make their best effort to ensure that all student delegates remain in their own sleeping room with the door closed and maintain a reasonable noise level throughout the duration of the published conference curfew.
13. Adult delegates shall never extend curfew beyond the published conference curfew for any reason. Ensure that students are quiet and respectful at the hotel in the evening hours leading up to and after curfew. Adult delegates shall check hotel rooms at curfew to be sure all students are where they need to be and stay up at least 30 minutes past curfew to be sure all is quiet and students remain in their rooms.
14. Adult delegates should ensure that their chapter's delegates (including all adult delegates) are on time for all coordinated conference transportation (including charter busses and flights). Delegates who are not present for conference transportation at announced departure times may be left behind and will need to arrange alternative transportation at their own expense.
15. Chapters shall maintain an adult-to-student delegate ratio in compliance with conference policies during the entire duration of the event, including overnight. Chapters that share chaperoning duties shall enforce a curfew and conference policies for members of both chapters.

Any violation of the Adult Delegate Code of Conduct shall be addressed using any or all of the following disciplinary actions:

1. Any New Mexico HOSA member, volunteer, or staff member may submit a formal written grievance detailing any violations by adult delegates with the New Mexico HOSA Board of Directors, as well as any actions taken to address the behavior on-site, up to one week after the conclusion of the conference in which the violation occurred. Any grievances will be addressed in compliance with New Mexico HOSA's Whistle Blower Policy. The subject of any grievance will be notified by the Board of Directors and given up to one week to respond in writing to the grievance. After reviewing the grievance and response, if deemed necessary, the Board of Directors may elect to send a formal written notice of violation to an adult delegate's school administrators detailing the violation. In severe circumstances, the Board may formally inform the school that the adult delegate is no longer allowed to attend New Mexico HOSA events for a specific period of time, up to indefinitely.
2. In extreme circumstances, and in consultation with the Board of Directors, adult delegates may be instructed by conference staff to leave a conference activity or to leave the conference altogether. If an adult delegate is instructed to leave a conference, the chapter shall be responsible for arranging additional adult supervision for student delegates in coordination with school administration, as well as any transportation costs which may be incurred.

All adult delegates shall review this form prior to each conference in order to be eligible to attend New Mexico HOSA events. The chapter advisor shall sign and return this form to New Mexico HOSA prior to the beginning of the conference. Please turn in at registration.

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Chapter Name

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Advisor Name

By signing below, I certify that all adult delegates planning to attend the conference with my chapter have reviewed the Adult Delegate Code of Conduct and understand all of the rules and processes outlined in it.

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Advisor Signature

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School Year