



UPHS Member Removal Policy

As stated in Article III, Section 3 of the UPHS Bylaws, a member may be removed by the Board of Directors for not paying the annual membership dues or for other reasons determined detrimental to the Corporation. This policy sets out the guidelines which the Board must follow when exercising its power to remove a member.

I. Non-Paying Dues Member

A member may be removed when their organization has not paid their annual dues to the Corporation.

II. Reasons Determined Detrimental to the Corporation

A member may be removed for reasons determined detrimental to the Corporation and defined as follows:

- Member violates confidentiality relating to matters affecting the Corporation,
- Member has failed to act in the best interest of the Corporation, which could include but not limited to:
 - Publicly and/or privately defaming, offending, or using of defamatory content directed toward Corporation or its members,
 - Any defamatory, offensive, or derogatory communication directed toward Corporation, or its members, colleagues, contractors or partners may be considered as a violation of the Corporation's anti-harassment policy.
- Damaging political relationships with elected officials and appointees,
- Failing to respond and/or engage with staff or partners.
- Member has violated the Corporation's conflict of interest policy,
- Other good cause as determined by the majority of the UPHS Board of Directors.

If a member violates this policy for any reason outlined above, and it is a first-time offense, UPHS Staff will make every attempt to discuss the violation with the member within 48 hours of the occurrence. UPHS Staff will document the discussion (i.e. memo to file) and the member will sign an acknowledgement of the violation.

If a member declines a meeting with UPHS Staff and/or continues to violate this policy, UPHS Staff will make a formal recommendation for removal to the UPHS Membership Committee. Upon ratification of the recommendation, the UPHS Membership Committee shall provide written notice to the member at least 10 days prior to the UPHS Board Meeting in which the removal will be voted upon. Such notice will state, with reasonable specificity, the reason(s) for the removal of the Member at issue.

Thereafter, any recommended removal of a UPHS Member by the UPHS Membership Committee shall take place by any board meeting where quorum is present.