REMOVAL OF A BOARD MEMBER FOR CAUSE

POLICY

To establish a fair and consistent procedure for removing members in compliance with the Washington Nonprofit Corporation Act (Chapter 24.03A.375 RCW).

Grounds for Removal:

A member may be removed from the corporation for any of the following reasons:

- Violation of the corporation's bylaws or policies.
- Engaging in conduct that is detrimental to the corporation's interests or reputation.
- Failure to meet membership obligations, including payment of dues or participation requirements.
- Any other reason deemed sufficient by the Board of Directors, provided such reason is not arbitrary or capricious.

PROCEDURE

The NFPA Bylaws indicate the following steps for removing a board member.

At any meeting of the Board, one or more Directors may be removed, with cause, by an affirmative vote of 2/3 (two-thirds) of the directors.

Guidelines for Removal:

1. Notice of Proposed Removal:
    a. The member shall receive written notice of the proposed removal at least fifteen (15) days before the effective date. The notice shall include:
    b. The specific reasons for the proposed removal.
    c. The date, time, and location of the Board of Directors meeting at which the removal will be considered.
    d. A statement informing the member of their right to attend the meeting and present their case.
2. Right to a Hearing:
    a. The member shall have the right to attend the Board of Directors meeting and be heard.
    b. The member may present any relevant information or arguments in their defense.

3. Decision by the Board of Directors:
    a. After considering the member's case, the Board of Directors shall vote on the proposed removal. A two-thirds majority vote of the directors present at the meeting is required to remove a member.
    b. The decision of the Board of Directors shall be final.
4. Notification of Decision:
    a. The member shall be notified in writing of the Board's decision within seven (7) days of the meeting.
    b. If the member is removed, the notification shall include the effective date of the removal.
5. Record Keeping:
    a. The corporation shall maintain a record of all removal proceedings, including notices, minutes of meetings, and correspondence, for at least three (3) years.
6. Authority to Restrict or Terminate Memberships:
    a. The NFPA Board of Directors reserves the right to restrict or terminate memberships of individuals or organizations for criminal or unethical misconduct, as determined in its sole and absolute discretion.

Compliance with Law:

This policy is intended to comply with the Washington Nonprofit Corporation Act. The law shall govern if there is any conflict between this policy and the applicable law.