ZERO TOLERANCE POLICY

BACKGROUND

The BC/Yukon Command Executive Council at the March 2002 meeting approved the implementation of a Zero Tolerance Policy. This policy applied to misappropriation of funds and/or Legion assets at each level of the organization within BC/Yukon Command.

POLICY

Upon receipt of a written allegation concerning misappropriation of funds within a branch or zone the information shall immediately be brought to the attention of the Command President.

When misappropriation of funds is alleged based on reasonable and probable grounds, the branch, zone or command will initiate a complaint against the member in accordance with Article III of The General By-Laws under Section 304.a.iii and 304.a.vi.

In all formal hearings where a decision of "guilty" is established, PEC recommends that the Complaint Committee rendering the decision give serious consideration to a decision of expulsion as part of this command's Zero Tolerance Policy. A decision of expulsion is the only way this organization can deny a member to hold membership in any branch which may reduce the risk of a member moving on to another branch in Canada.

The branch or zone must notify local police authorities of the alleged theft. Upon investigation by the local police authorities if the evidence supports the charge the Crown may lay civil or criminal charges against the accused. Branches and zones must do their due diligence in providing documentation to the police so that a criminal file can be opened.

PEC members and senior command staff*, at the beginning of their term/employment are required to complete a Criminal Record and Credit check.

Criminal Record Review checks will be performed at the expense of command and through an established process and direction of command.

*Senior Command staff defined as: Executive Director, Assistant Executive Director, Controller, Branch Advisory Coordinator and Bookkeeper.

Amended March 2015
Approved at March 2015 PEC

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