

## **WAIVER POLICY**

In accordance with Article II, Section K, NHFOA By-laws, July 2018:

Upon written request of a member, the Council may waive any of the requirements in this Article for good cause, other than the requirements in Paragraph G. Waiver requests for members shall be considered on a case-by-case basis.

### POLICY

Although the Council has the authority to waive member requirements in accordance with Article II, Section K, it does not mean the Council must waive any such requirement. Member requirements normally have associated benefits or penalties that provide for equitable treatment for all members. To waive a requirement and allow a benefit or forgo a penalty affects that equitability.

Normally, the Council will approve a waiver only:

1. involving an extraordinary situation, and
2. when no alternative is available.

The Council will consider each waiver request on its own merits and no waiver request decision will create a precedent.

### UNDERLYING REASON FOR WAIVER REQUEST

If the underlying reason for any waiver request is determined to be suspect or invalid, the member maybe suspended for at least one year (first offense) or permanently removed from membership with NHFOA (any subsequent offense). Integrity is a critical factor for all officials.