

## **41.070. Rotary Youth Exchange**

*Rotary Youth Exchange is a program of Rotary International, adopted by the Board in 1974.*

The Rotary Youth Exchange program provides young people with the opportunity to meet individuals from other countries, experience new cultures through life in another country. Host clubs, host families, and communities are enriched by extended, friendly contact with someone from a different culture. The program instills in young people the concept of international understanding and goodwill.

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These policies assist clubs and districts to implement Youth Exchange activities effectively and responsibly, and pertain to both long-term and short-term exchanges, unless otherwise indicated.

Any other provisions consistent with these policies may be adopted by clubs or districts. Districts may reassign some responsibilities specified in these policies from one role to another. *(January 2017 Mtg., Bd. Dec. 87)*

Source: March 1997 Mtg., Bd. Dec. 275; *Amended by* November 2002 Mtg., Bd. Dec. 99; January 2009 Mtg., Bd. Dec. 152; October 2012 Mtg., Bd. Dec. 96; January 2017 Mtg., Bd. Dec. 87

### **41.070.1. District Governor Authority**

Each governor is responsible for the supervision and control of the Youth Exchange program within the district. The district Youth Exchange officers, or committees, are under the supervision of their respective governors and should report to them.

Governors are encouraged to use the period between their nomination and assuming office to learn as much as possible about the Youth Exchange program in the district and the qualifications and skills of those who administer it. *(January 2017 Mtg., Bd. Dec. 87)*

The general secretary shall administer a district certification program. All club and district Youth Exchange programs shall comply with RI youth protection policies and other requirements set forth by the general secretary in order to be certified. In order to participate in the Youth Exchange program a district must be certified by the general secretary.

The certification process requires all district Youth Exchange programs to provide RI with evidence that they have adopted the certification requirements in their Long-term and Short-term exchange programs (including any tours or camps).

The general secretary may grant waivers to districts that have implemented alternative policy and alternative procedures that meet the intent of RI policy in instances when RI policy or certification requirements are contrary to local law. If local circumstances are such that a district cannot legally meet any of the requirements, districts must provide the general secretary

evidence of the specific circumstances that prohibit compliance and a written explanation of alternative procedures that maintain the intent of the policy or requirements. The general secretary will evaluate and determine whether the alternatives posited by districts meet the intent of the policy, and may bring matters to the Board should circumstances warrant.

Other certification policies include:

#### A. Certification of Districts for Sending Students Only

Districts wish to send outbound students without serving as hosts for inbound students, the general secretary may waive certification requirements related to hosting inbound students.

Source: October-November 1977 Mtg., Bd. Dec. 159; *Amended by* May 1979 Mtg., Bd. Dec. 355; March 1997 Mtg., Bd. Dec. 275; *Amended by* January 2017 Mtg., Bd. Dec. 87

### 41.070.2. District Certification Program

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#### B. Certification of Multi-country Districts

In multi-country districts where not all countries within the district wish to participate in the Youth Exchange program, the general secretary may waive certification requirements for non-participating countries. (*January 2017 Mtg., Bd. Dec. 87*)

Districts must establish a corporation or similar formal legal entity that includes the district Youth Exchange program. This requirement may be met by incorporating the district Youth Exchange program, a group of programs that includes Youth Exchange, or the district as a whole in accordance with *Rotary Code of Policies* 17.020.

Districts may also meet this requirement by affiliation with an incorporated multidistrict Youth Exchange program for the districts' activities that are conducted within the scope of the multidistrict program. (*January 2009 Mtg., Bd. Dec. 152*)

Source: November 2004 Mtg., Bd. Dec. 108; *Amended by* November 2006 Mtg., Bd. Dec. 72; February 2007 Mtg., Bd. Dec. 163; June 2007 Mtg., Bd. Dec. 274; November 2007 Mtg., Bd. Dec. 32; January 2009 Mtg., Bd. Dec. 152; October 2012 Mtg., Bd. Dec. 96; January 2017 Mtg., Bd. Dec. 87

### 41.070.3. Incorporation

Source: February 2007 Mtg., Bd. Dec. 163

### 41.070.4. Liability Insurance

Districts must secure liability insurance for the district Youth Exchange program with coverage and limits appropriate for their location. Clubs and districts are strongly encouraged to consult legal counsel regarding liability issues before undertaking Youth Exchange activities.

Youth Exchange programs in districts located entirely within the United States meet this requirement through participation in the U.S. Rotary Club and District General Liability Insurance Program.

The general secretary is authorized to grant an exception to the liability insurance requirement to districts where it has been demonstrated that such insurance is not available. (*January 2017 Mtg., Bd. Dec. 87*)

Source: February 2007 Mtg., Bd. Dec. 163; June 2008 Mtg., Bd. Dec. 253; *Amended by* January 2009 Mtg., Bd. Dec. 152; January 2017 Mtg., Bd. Dec. 87



#### 41.070.5. International Travel by Youth

No individual Rotarian, club, or district shall assist or cooperate in sending a young person abroad on an international travel activity unless careful plans are made in advance covering every aspect of the proposed trip, including approval from the district youth protection officer and district Youth Exchange chair. In districts without a youth protection officer, the district governor and the district Youth Exchange committee chair must approve the arrangements.

No individual Rotarian, club, or district shall undertake an alternative program structure to send minors abroad that circumvents RI youth protection policies, the foregoing Youth Exchange policy, or the immigration and travel policies of any nation or government.
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No club should provide an identification card, letter of introduction, request for assistance or other credential or document intended to identify or introduce a young person to a club or clubs in another country, unless complete mutual agreement has been reached in advance with respect to the hospitality or assistance to be provided by the host club.

No club is obliged to provide hospitality or assistance to any young person from another country, despite any documented or claimed sponsorship of a Rotary club, unless the host club has specifically agreed in advance to provide such hospitality or assistance. (*June 2009 Mtg., Bd. Dec. 242*)

#### 41.070.6. District Youth Exchange Finances

Funds for district Rotary Youth Exchange activities shall be held separately from other



district funds, and the chair of the district Youth Exchange committee and a member of the district finance committee, or their proxies, shall be signatories. The district Youth Exchange committee shall prepare and submit a budget to the governor and the district finance committee for approval. The district Youth Exchange committee and district treasurer shall prepare and distribute a financial report on Youth Exchange to the district governor on a semi-annual basis. *(January 2017 Mtg., Bd. Dec. 87)*

Source: June 1992 Mtg., Bd. Dec. 328, Appendix G; *Amended by* May 2003 Mtg., Bd. Dec. 325 November 2009 Mtg., Bd. Dec. 56; October 2014 Mtg., Bd. Dec. 38; January 2015 Mtg., Bd. Dec. 118; January 2017 Mtg., Bd. Dec. 87

#### 41.070.7. Reporting to Rotary International

Districts shall provide to RI student data according to certification requirements determined by the general secretary for each inbound student hosted by the district prior to the beginning of an exchange.

All serious incidents, including but not limited to, accidents, death, early returns, and crimes, and any allegations of abuse or harassment shall be reported by the district to RI within 72 hours of the time a district officer learns of the incident. Districts must identify a person within the district who will be responsible for reporting to RI. *(January 2017 Mtg., Bd. Dec. 87)*

#### 41.070.8. Types of Exchanges

The Youth Exchange program includes two distinct program types:

##### A. Long-term Exchange Program

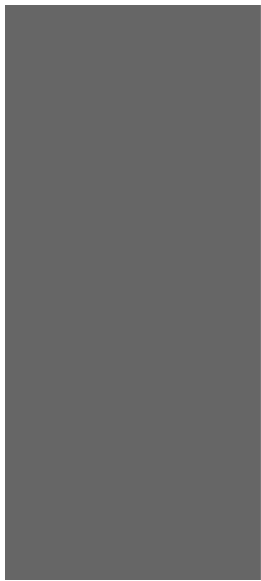
Long-term exchanges should be for one academic year but may be extended to include part or all

of the holiday periods immediately preceding and immediately following the academic year. Students are required to attend school in the host country.

Students must have more than one host family; placement with three successive host families is preferable. In the event that circumstances prevent multiple host family placements, both the sponsor and host district must agree in advance and alert the student's parent or guardian. At least one back-up host family must be available.



Source: March 1997 Mtg., Bd. Dec. 275; *Amended by* February 2007 Mtg., Bd. Dec. 163; January 2017 Mtg., Bd. Dec. 87



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Parents of outbound students shall not be required to host inbound students. However, parents of outbound students may volunteer to host or may be asked to assist in finding suitable host families.

Host clubs must select individual Rotarian counselors from their clubs with whom each student is to be in regular contact and to serve as a liaison between the student and the club, the student's parents or guardians, host family and community at large. Sending clubs and/or districts select an individual Rotarian to serve as a resource to an outbound student. The club counselor must not be a member of the student's host family and must be trained in responding to any problems or concerns which may arise during the exchange, including the prevention of physical, sexual and emotional abuse.

The host club should provide for all educational expenses, arrange an appropriate academic program, and provide a program of orientation and continued contacts to familiarize the student with the host community.

The host club or district should provide a monthly allowance for the student in an amount determined by the parties concerned. The monthly allowance shall be sufficient to cover meals eaten at school or elsewhere.

#### B. Short-term Exchange Program

Short-term exchanges vary from several days to several weeks. They often take place when school is not in session and may not include an academic program. Short-term exchanges generally involve a homestay experience with a family in the host country, but may be organized as international youth camps or tours.

Host clubs must select individual Rotarian counselors from their clubs with whom each student is to be in regular contact and to serve as a liaison between the student and the club, the student's parents or guardians, host family and community at large. Sending clubs and/or districts select an individual Rotarian to serve as a resource to an outbound student. The club counselor must not be a member of the student's host family and must be trained in responding to any problems or concerns which may arise during the exchange, including the prevention of physical, sexual and emotional abuse. *(October 2018 Mtg., Bd. Dec. 56)*

Source: March 1997 Mtg., Bd. Dec. 235; March 1997 Mtg., Bd. Dec. 275; *Amended by* November 2002 Mtg., Bd. Dec. 99; November 2004 Mtg. Bd. Dec. 108; June 2006 Mtg., Bd. Dec. 248; November 2007 Mtg., Bd. Dec. 64; January 2009 Mtg., Bd. Dec. 152; June 2009 Mtg., Bd. Dec. 241; October 2012 Mtg., Bd. Dec. 96; January 2017 Mtg., Bd. Dec. 87; October 2018 Mtg., Bd. Dec. 56

#### 41.070.9. Eligibility

Participation in Youth Exchange is open to students aged 15 to 19 years at the beginning of the exchange unless the laws and regulations of a specific country deem otherwise. Students 18 years or older may participate by mutual agreement by the participating clubs and districts.

Youth Exchange welcomes any young people who meet the requirements of the program and who are recommended and sponsored by a Rotarian, a club, or a district. They should be above average in their schoolwork.

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People with disabilities may participate where and when this is possible and agreed upon between the sending and host clubs or districts. *(January 2017 Mtg., Bd. Dec. 87)*

Source: March 1997 Mtg., Bd. Dec. 275; *Amended by* November 2002 Mtg., Bd. Dec. 99; January 2009 Mtg., Bd. Dec. 152; October 2012 Mtg., Bd. Dec. 96; January 2017 Mtg., Bd. Dec. 87

#### 41.070.10. Application

Candidates must submit a written application and must undergo a selection process including personal interviews with the applicant and the applicant’s parents or legal guardians at the club level and at the district level.

Clubs and districts are encouraged to use standard Youth Exchange applications which are maintained and updated by networks of district and multidistrict Youth Exchange officers. *(January 2017 Mtg., Bd. Dec. 87)*

Source: March 1997 Mtg., Bd. Dec. 275; *Amended by* November 2002 Mtg., Bd. Dec. 99; November 2004 Mtg. Bd. Dec. 108; January 2009 Mtg., Bd. Dec. 152; January 2017 Mtg., Bd. Dec. 87

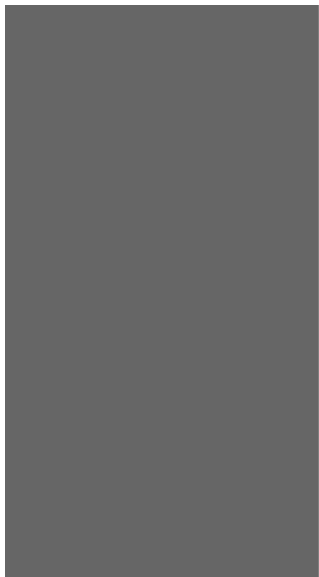
#### 41.070.11. Selection and Placement

The sending district is responsible for ensuring that each student is accepted and hosted by a club in a partner district. Districts are urged to utilize written agreements with their exchange partners to delineate responsibilities to ensure that all expectations of the exchange relationship are met, such as certification of exchange partners, logistics, and student selection and orientation.

All individuals involved in the exchange, including students and their parents or legal guardians, host family members and Rotarian counselors, must agree in writing to all the requirements of the program as determined by the sending and host clubs or districts.

Student travel itineraries must be agreed upon by the students’ parents or legal guardians and the host club or district. *(January 2017 Mtg., Bd. Dec. 87)*

#### 41.070.12. Travel Insurance for Rotary Youth Exchange Students

Evidence of student travel insurance coverage shall be submitted to, received by, and accepted by the host district prior to the student's departure from home. As the host Rotary district must be in a position to arrange immediate and emergency medical attention when it is needed, the host district must be satisfied that the insurance coverage carried by the student is with a responsible insurance company which will ensure that any service

providers receive complete and prompt payment.

The parent or legal guardian of the Youth Exchange student is responsible for the payment of all medical and accident costs. The parent or legal guardian of each student shall provide travel insurance, including, but not limited to, medical and dental coverage for accidental injury and illness, accidental death, dismemberment, and disability benefits (also known as capital benefits), repatriation of remains, emergency evacuation, 24-hour emergency assistance services, and personal legal liability. Such amounts shall not be less than the following minimum limits and benefits per student:

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- a) Provide coverage on a 24-hour basis from the time the student leaves their home until they return home inclusive of any personal travel before and/or after the agreed exchange period
- b) Valid in the host country, any transit countries and countries included on any tours with the exception of student's home country
- c) 24-hour emergency assistance services
- d) US\$1,000,000 for expenses related to injury or illness such as hospital, doctors/physicians, dentist, ambulance or other usual and customary medical services
- e) US\$100,000 for accidental death, dismemberment, or disability
- f) US\$50,000 for necessary emergency transport or evacuation of student in the event of severe illness or bodily injury
- g) US\$50,000 for repatriation of student's remains or cremation expenses in the event of the death of the student
- h) US\$50,000 for necessary emergency transport or evacuation of student in the event of a non-medical emergency, including due to a political crisis or a natural disaster
- i) US\$500,000 for personal legal liability for liability arising from the student's actions or omissions that cause bodily injury to a third party or damage to a third party's property.



The parent or legal guardian should also consider obtaining the following additional travel insurance coverage options:

- a) Emergency Visitation. Provides reimbursement for emergency visitation expenses for the cost of reasonable transport and accommodation incurred by any one close relative or friend to travel to, travel with, remain with, or escort the student as a result of serious injury, illness, or death of the student
- b) Trip Cancellation or Curtailment. Provides reimbursement for trip cancellation or curtailment expenses provides coverage for travel expenses incurred because of an unexpected cancellation due to injury or illness
- c) Property Coverage. Provides reimbursement for personal property losses, including student's loss of money or for theft or total loss of property such as baggage
- d) Kidnap & Extortion coverage. Provides access to trained specialists that respond to incidents of kidnap or threats to kill, injure, or kidnap a student where ransom is demanded and pays for costs of ransom.

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Where it is a statutory or legal requirement for travel insurance to be purchased in the host country, such insurance shall be in accordance with these limits and benefits. In all other cases dual insurance should be avoided unless agreed to by all parties.

Clubs and districts are strongly encouraged to consult insurance counsel for advice on obtaining liability insurance and other coverage and should be fully informed about government's policies and regulations regarding foreign students, including insurance coverage requirements.

Participation in extreme sports, such as hang gliding, rock climbing, and bungee jumping, is discouraged. If students are allowed to participate in extreme sports, these activities should be undertaken with the host districts' and parent or legal guardian's written permission, and additional adequate insurance should be obtained. (*January 2017 Mtg.,*

*Bd. Dec. 87)*

Source: March 1997 Mtg., Bd. Dec. 275; *Amended by* June 2004 Mtg., Bd. Dec. 260; March 2005 Mtg., Bd. Dec. 218; November 2007 Mtg., Bd. Dec. 64; January 2009 Mtg., Bd. Dec. 152; January 2012 Mtg., Bd. Dec. 189; January 2017 Mtg., Bd. Dec. 87

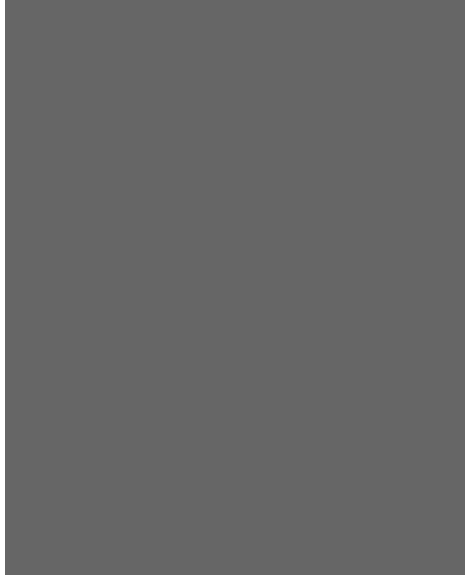
#### 41.070.13. Travel by Youth Exchange Students

Youth Exchange students may undertake approved travel with host parents or for Rotary club or district events. The host district shall obtain written permission from the parents or guardians of students for travel outside their local community as defined by the host district in advance.

For all other travel, host districts must ensure that parents or legal guardians are provided with specific details about the program, location, travel itineraries, sleeping accommodations, and

contact information. Tours and travel operated by or on behalf of host districts are subject to the Rotary Code of Policies section 2.130.3. *(June 2010 Mtg., Bd. Dec. 210)*

Source: June 2010 Mtg., Bd. Dec. 210




#### 41.070.14. Preparation

The parents or legal guardians of the student are responsible for providing appropriate clothing and round-trip transportation to and from the host district.

It is not customary for host districts to charge inbound student fees. However, all in- country and optional costs, such as language courses, tours, and insurance, must be outlined and agreed to in advance of the exchange. Sending districts shall provide parents or guardians of outbound students with itemized invoices outlining how funds paid to participate in Youth Exchange are used. Copies of these invoices should also be provided to the sending Rotary club.

The host and sending club or districts must provide students with a list of individuals to contact in the case of a problem or emergency. These lists must include the name and contact information for the student's Rotarian counselor, club presidents, district chairs, governors, and two non-Rotarian resource persons (one male and one female). This list must also include local resources for medical, dental and mental health care and law



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enforcement. Where available, this list should also include local resources, suicide prevention hotlines, rape crisis hotlines, and local child protection agencies. (*October 2018 Mtg., Bd. Dec. 56*)

Source: March 1997 Mtg., Bd. Dec. 275; *Amended by* November 2004 Mtg., Bd. Dec. 108; January 2009 Mtg., Bd. Dec. 152; November 2009 Mtg., Bd. Dec. 56; January 2017 Mtg., Bd. Dec. 87; July 2018 Mtg., Bd. Dec. 16; October 2018 Mtg., Bd. Dec. 56

### 41.070.15. Orientation

The sending club or district must organize a mandatory orientation for outbound students and their parents or legal guardians prior to departure. This orientation must inform the participants about the rules, procedures and expectations associated with the Youth Exchange program, provide abuse prevention and awareness training for both students and parents or legal guardians, and should include a briefing about the local Rotary club and its activities.

The host club or district must organize a mandatory orientation for inbound students. This must include guidance for students should they encounter any aspects of neglect, physical, sexual, or emotional abuse, and contact information for local resources and their appointed counselors. Orientation must include information on local laws and customs as these can differ from one country to another greatly. (*January 2017 Mtg., Bd. Dec. 87*)

Source: March 1997 Mtg., Bd. Dec. 275; *Amended by* November 2002 Mtg., Bd. Dec. 99; November 2004 Mtg. Bd. Dec. 108; June 2005 Mtg., Bd. Dec. 271; January 2009 Mtg., Bd. Dec. 152; January 2017 Mtg., Bd. Dec. 87

### 41.070.16. Student Responsibilities

Students should display comportment at all times reflecting credit on self, the home country, and Rotary and should respect each other and act responsibly, befitting their role in the program.

Students should not under any circumstances be permitted to operate or drive a motorized vehicle of any kind during the exchange, nor to own a motorized vehicle in the host country.

Students should not travel outside the immediate area of the host club community without the consent of the host club and district, the students' parents or legal guardians.

Students should accept the supervision and authority of the host family and the host club or district during the exchange. *(January 2017 Mtg., Bd. Dec. 87)*

Source: March 1997 Mtg., Bd. Dec. 275; *Amended by* November 2002 Mtg., Bd. Dec. 99; November 2004 Mtg. Bd. Dec. 108; January 2009 Mtg., Bd. Dec. 152; January 2017 Mtg., Bd. Dec. 87

#### 41.070.17. Student Debriefing

Due to the likely effects of reverse culture shock, following their return, students and their parents or legal guardians should be encouraged to attend a debriefing meeting for the purpose of assisting them to transition to their home, school, and community environment. *(January 2009 Mtg., Bd. Dec. 152)*

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Source: March 1997 Mtg., Bd. Dec. 275; *Amended by* November 2007 Mtg., Bd. Dec. 64; January 2009 Mtg., Bd. Dec. 152

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##### 41.070.18. Volunteer Selection and Screening

Careful selection of all individuals involved in Youth Exchange should be of paramount concern and be done with the utmost care and consideration.

All adults (Rotarian and non-Rotarians) involved in the program, including but not limited to committee members, host family members, club counselors, and others who have significant or unsupervised contact with youth, must be interviewed to determine suitability to work with youth, complete and sign a Youth Program Volunteer Application, and agree to undergo criminal background checks, including law enforcement public record checks and a reference check.

The host club or district must conscientiously screen and select host families on the basis of a written application, criminal background checks for all adults in the home, including law enforcement public record checks and reference checks, personal interview, and home visits.

Adult volunteers (both Rotarian and non-Rotarian) who have not complied with program requirements must be permanently removed by the district from involvement with youth in a Rotary context. *(January 2017 Mtg., Bd. Dec. 87)*

Source: March 1997 Mtg., Bd. Dec. 275; *Amended by* November 2004 Mtg. Bd. Dec. 108; February 2007 Mtg., Bd. Dec. 163; November 2007 Mtg., Bd. Dec. 64; June 2006 Mtg., Bd. Dec. 248; January 2009 Mtg., Bd. Dec. 152; January 2017 Mtg., Bd. Dec. 87

#### 41.070.19. Volunteer Training

All adults (Rotarian and non-Rotarians) involved in the program, including but not limited to committee members, host families, club counselors, and others, must receive training that includes information on program administration and rules and abuse and harassment awareness and prevention. *(January 2009 Mtg., Bd. Dec. 152)*

Source: February 2007 Mtg., Bd. Dec. 163; *Amended by* January 2009 Mtg., Bd. Dec. 152

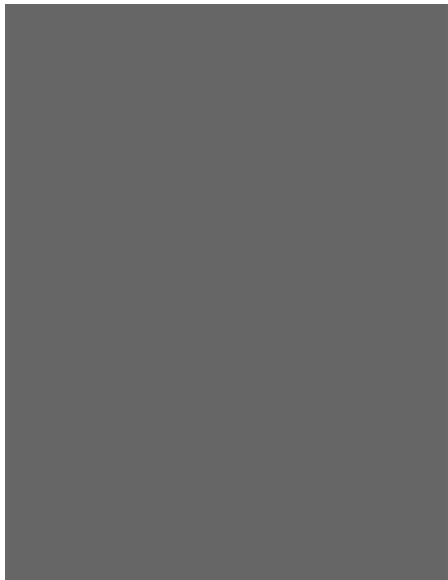
#### 41.070.20. Host Family Rules and Expectations

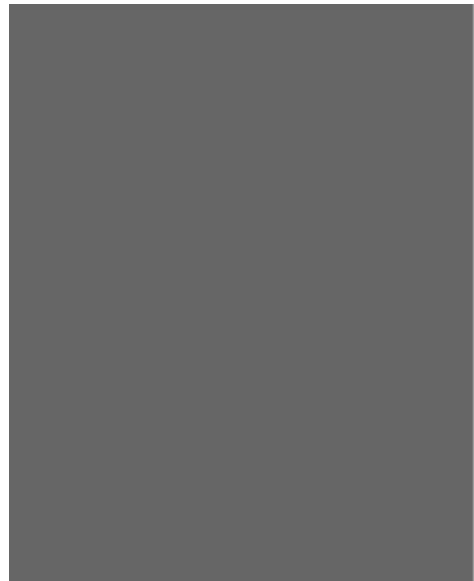
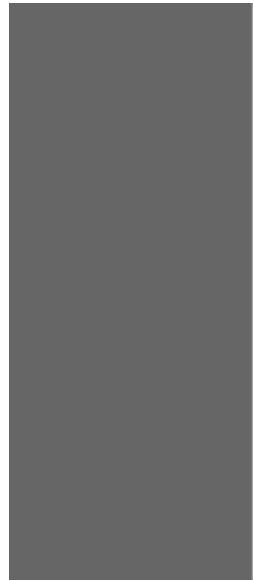
The host family should provide room and board for the student and exercise appropriate supervisory and parental responsibility to ensure the student's well-being. *(January 2009 Mtg., Bd. Dec. 152)*

Source: March 1997 Mtg., Bd. Dec. 275; *Amended by* January 2009 Mtg., Bd. Dec. 152

#### 41.070.21. Early Returns

The student should be returned home at the earliest practical time and route. In the event of an impasse, districts may appoint an independent Rotarian to serve as a mediator. *(January 2017 Mtg., Bd. Dec. 87)*





Students who do not comply with program requirements shall be sent home. The host district shall have authority over these decisions. The sponsor district, club, host family and the student's parents must be fully informed of travel arrangements prior to the student leaving their host country.

Source: March 1997 Mtg., Bd. Dec. 275; *Amended by* January 2009 Mtg., Bd. Dec. 152; January 2017 Mtg., Bd. Dec. 87

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41.070.22. Youth Exchange Alumni

Districts and clubs are encouraged to establish Youth Exchange alumni groups, such as Rotex,

and to obtain recognition as official Rotary Alumni Associations. (*June 2017 Mtg., Bd. Dec. 149*)

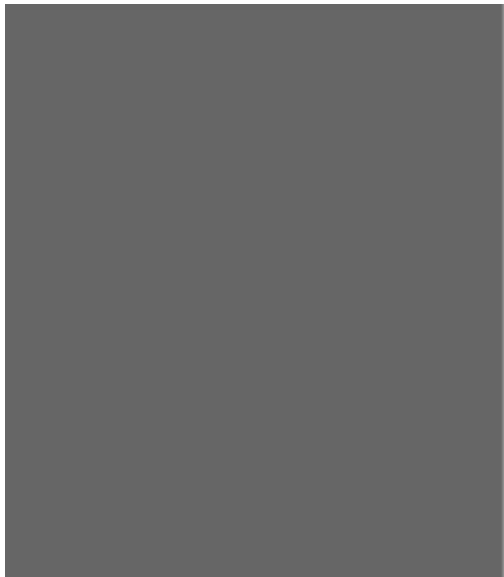
Source: October 1998 Mtg., Bd. Dec. 97; *Amended by* September 2016 Mtg., Bd. Dec. 28; June 2017 Mtg., Bd. Dec. 149

#### 41.070.23. Multidistrict Youth Exchange Program

There may be instances where two or more districts wish to jointly undertake Youth Exchange. The Board has no objection to such cooperative effort, provided any activity or project is not undertaken unless two-thirds of the clubs in each such district have first approved participation. Furthermore, the governors of the respective districts shall secure in advance specific authorization of the general secretary acting on behalf of the Board.

Each governor has the responsibility for the supervision and control of the Youth Exchange Program within the district. Multidistrict activities shall be administered by a committee composed of current district Youth Exchange chairs and other officers appointed by the respective governors of participating districts. Such a multidistrict committee is responsible for reporting in writing not less often than annually on its work and finances to all governors in the participating districts. (*January 2017 Mtg., Bd. Dec. 87*)

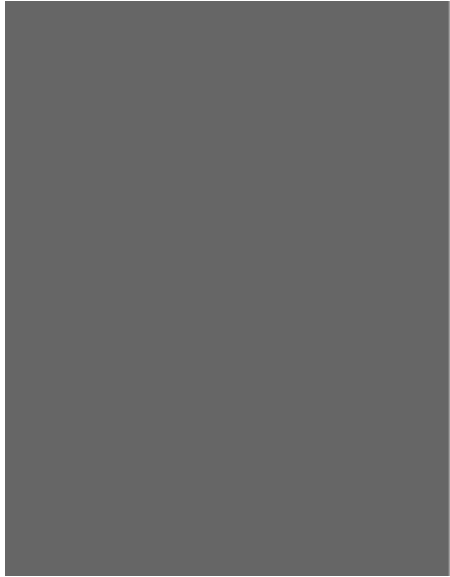
Source: May 1979 Mtg., Bd. Dec. 355; *Amended by* November 2001 Mtg., Bd. Dec. 45; January 2009 Mtg., Bd. Dec. 152; January 2017 Mtg., Bd. Dec. 87



41.070.24. Service in Rotary Youth Exchange

The Rotary Youth Exchange experience should align with the Object of Rotary, to encourage and foster the ideal of service and instill a lifelong dedication to service in young people. Clubs and districts are encouraged to include service activities and curriculum that promotes development of ethical leadership, team-building, international understanding, goodwill, and peace. *(January 2017 Mtg., Bd. Dec. 87)*



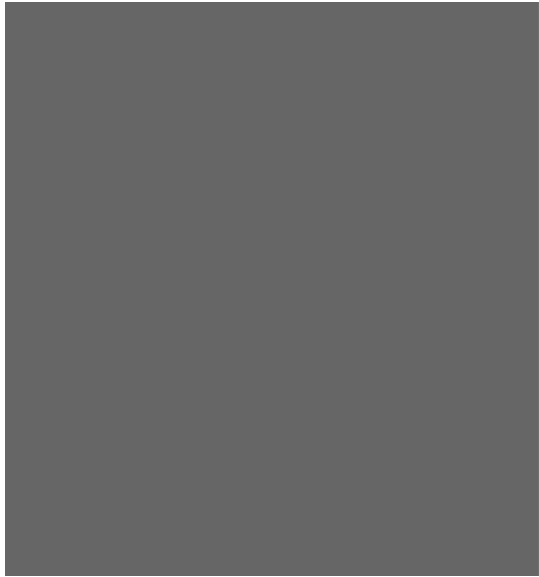


Source: January 2017 Mtg., Bd. Dec. 87

**41.070.25. Paid Wages for Youth Exchange Students**

Employment regulations in various countries make it impractical for clubs and districts to engage in any international exchange programs in which participants are paid wages. *(January 2017 Mtg., Bd. Dec. 87)*

Source: March 1997 Mtg., Bd. Dec. 275; *Amended by* January 2009 Mtg., Bd. Dec. 152



**41.070.26. District Youth Exchange Committee Chair and Multidistrict Officer List**

The general secretary shall publish and maintain a directory of all district Youth Exchange committee chairs and multidistrict contacts. *(January 2017 Mtg., Bd. Dec. 87)*

Source: May 1979 Mtg., Bd. Dec. 355; *Amended by* June 2009 Mtg., Bd. Dec. 217; January 2017 Mtg., Bd. Dec. 87

