

## VFW POST 6859 POST RULES

*National By-Law enjoin the Commander to “insist that post business and activities be conducted in such a manner that they do not violate any applicable governmental law, ordinance or regulation nor bring or tend to bring dishonor or embarrassment upon the Post, its members or the Veterans of Foreign Wars of the United States.” (Sec 218 (a) (1) c.) The Commander can take any actions rendered him under this paragraph in solido.*

*Additionally, just as required in formal meetings, all lounge patrons will refrain from “conduct prejudicial to the good order and discipline,” and “disorderly conduct or abusive language.” (Sec 1001, 6.)*

### GENERAL RULES OF CONDUCT

1. All members and guests will follow the VFW rules, Post 6859 rules, and the existing federal, state, and local laws.
2. The Post is a common space for the enjoyment of **ALL** members and guests. As such, patrons will refrain from disruptive behavior inappropriate to the event, setting, or clientele.
3. Primary enforcement of the General and Specific rules is the responsibility of the bartender on duty or Post Officers that are present. Post Officers regarding this document include all presently serving voting members of the House Committee.

#### 4. Respect and Dignity

Members are expected to treat all individuals with respect, avoiding bullying, harassment, or any form of abuse.

#### 5. Anti-Discrimination:

Racism, sexism, ageism, and religious discrimination are strictly prohibited.

#### 6. Responsibility:

Members should be good citizens, obey local, state, and federal laws, and fulfill their financial commitments.

#### 7. Property Respect:

Members should respect the property of the Post and avoid abuse or damage.

#### 8. Substance Abuse:

Abuse or tolerance of alcohol and illegal drugs on Post property are not allowed.

#### 9. Professional Conduct:

Leaders and members are expected to act professionally, display integrity, and promote open communication.

#### 10. Financial Integrity

All financial transactions should be handled responsibly and transparently, with members being accountable for their financial obligations.

#### 11. Conflict of Interest:

Those in leadership positions should avoid any situation that could be perceived as a conflict of interest and prioritize the best interests of the organization.

#### 12. Confidentiality:

Respect for the confidentiality of privileged information is crucial.

## SPECIFIC RULES OF CONDUCT

1. All patrons will obey the directions of the bartender or post officers as defined herein.
2. The Bartender has the right to refuse service to anyone and may refuse service, and a patron must leave the Post until the next business day for misconduct in accordance with this rule. All patrons asked to leave must immediately leave both the Post and its property. If the patron feels the ejection was unjust, they may petition the House Committee for redress after the fact.
3. Any Bartender observing misconduct by any person must notify the Post Commander and Lounge Manager. Additionally, members are encouraged to make leadership aware of behavior they are uncomfortable with so the House Committee or Lounge Manager can address issues before they create an incident.
4. The use of all canteen televisions shall be controlled by the bartender; however, the commander, senior vice and junior vice commander have final say on programming.
5. All bartenders will attend Maine Alcohol Beverage Commission training, TIPS, and be familiar with the OABC rules concerning the sale of alcoholic beverages.
6. As necessary, Bartenders and Post Officers will help facilitate a ride for a patron that is noticeably intoxicated.
7. Proper attire must be worn at all times within the Post, to include shoes and shirts.
8. Friendly dogs are allowed in non-food consumption/preparation areas only.
9. Minors and their parents/guardians must follow State of Maine Laws concerning alcohol, gambling, and smoking as follows:
  - Alcohol, smoking, vaping must be 21+
  - Bingo, must be 16+
  - Other gambling, must be 18+
10. Outside alcohol is not allowed to be consumed inside the Post or on Post owned property to include the parking area.
14. Smoking and vaping are allowed outside in designated areas only.
15. Only on-duty bartenders, House Committee Members in performance of their duties, volunteers actively supporting Post activities, contractors under a contract with the Post, employees of the Post in Performance of their duties, and those authorized by the Commander are allowed behind the bar during business hours.
16. Bartenders are not allowed to drink alcohol while working.
17. Additional rules that apply to rentals are listed in the Post contract.