

**MORA-SAN MIGUEL ELECTRIC COOPERATIVE, INC.**  
**BOARD MEMBER COVERAGE UNDER THE COOPERATIVE'S**  
**POLICIES ON SEXUAL HARASSMENT, ALCOHOL,**  
**DRUGS, AND FIREARMS**  
**BOARD POLICY NO. 120**  
**New Policy**

**SUBJECT:** Board Member Coverage under Cooperative Policies on Sexual Harassment, Drugs, Alcohol and Firearms.

**OBJECTIVE:** To establish that the board member, to the extent allowable by law, are also covered under the cooperative's policies on sexual harassment, drugs, alcohol and firearms

**PREAMBLE:**

The Cooperative has adopted for application to its employees and others Policies relative to sexual harassment, drugs, alcohol and firearms. To the extent that these Policies maybe made applicable and implemented with respect to the Board members, it is in the best interests of the Cooperative that this Policy No. 120 be adopted.

**POLICY:**

1. Each Board member, at all times when on Cooperative premises, when attending meetings or otherwise executing his or her duties as a Board member, and during related travel shall honor the spirit and, to the greatest practicable extent, the express provisions of the Cooperative's Policy Nos. 204, 205, 206 and 207 on, respectively, sexual harassment, drugs, alcohol and firearms.

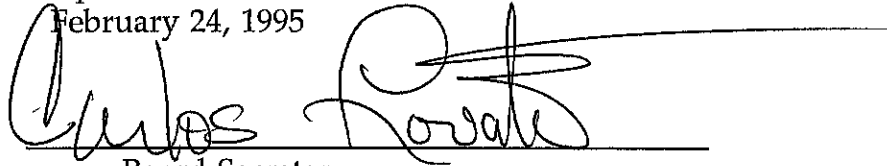
2. The Manager and each Board member are authorized and directed to report to the full Board, or such officers thereof as may be deemed more appropriate in the circumstances, any violation by a Board member of this policy no. 107 and of the four above numbered related policies.

**RESPONSIBILITY:**

It shall be the responsibility of the Board, not including a Board member who may be in violation of this policy, to enforce and implement this policy in such ways as determined by the Board to be both lawful and practicable. Such implementation may include reprimand of a Board member or a resolution requesting his resignation.

The Board shall be responsible for the enforcement of this policy.

Approved: April 13, 1993  
Effective: April 13, 1993  
Reaffirmed: February 24, 1995

  
Board Secretary