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BYLAWS OF THE BEHAVIORAL HEALTH COMMISSION OF SAN FRANCISCO

ARTICLE I – NAME

The name of this organization shall be the Behavioral Health Commission of San Francisco, formerly known as the Mental Health Board (MHB) of San Francisco. "Behavioral Health" includes mental health and substance use disorder programs and services.

ARTICLE II – AUTHORITY, POWERS AND DUTIES

The San Francisco Behavioral Health Commission (BHC) is established pursuant to Cal. Welfare and Institutions Code § 5604, *et seq.* and S.F. Administrative Code, §§ 15.12-15.14.

The purpose of the BHC is to:

1. Review and evaluate the community's public behavioral health needs, services, facilities, and special problems in any facility within the City and County of San Francisco (City) where behavioral health evaluations or services are being provided, including but not limited to, schools, emergency departments, and psychiatric facilities. Facilities utilized out of the City to serve San Francisco residents with behavioral health needs, such as state hospitals and residential treatment programs, may be included in reviews and evaluations.
2. Review any City agreements entered into pursuant to ~~California~~ Welfare and Institutions Code § 5650. The BHC ~~shall~~ shall make recommendations to the Board of Supervisors (BOS) regarding concerns identified within these agreements.
3. Advise the BOS, the Director of Health, the Health Commission, and the Director of Behavioral Health Services (BHS) and Mental Health SF (MHSF) as to any aspect of the local behavioral health programs.

4. Request assistance, when needed, from the local patients' rights advocates when reviewing and advising on behavioral health evaluations or services provided in public facilities with limited access.
5. Review and approve the procedures used to ensure citizen and professional involvement at all stages of the planning process. Involvement shall include individuals with lived experience of mental health challenges and or illnesses and their families, community members, advocacy organizations, and ~~mental~~ behavioral health professionals. It shall also include other professionals that interact with individuals living with mental ~~health illnesses~~ challenges or illnesses on a daily basis, such as education, emergency services, employment, health care, housing, law enforcement, local business owners, social services, seniors, transportation, and veterans.
6. Review the procedures used to ensure the involvement of interested members of the behavioral health community and the public in the development of the budget for behavioral health services and report on its findings to the BOS.
7. Submit, in June, an Annual Report to the Director of BHS, MHSF and BOS on the needs and performance of the City's behavioral health system.
8. Review and make recommendations on applicants for the appointment of Director of BHS and MHSF. The BHC shall be included in the selection process prior to the selection of a person to fill this position.
9. Review and comment on the City's performance outcome data and communicate its findings to the California Behavioral Health Planning Council and/or any other state designated agency that gathers such data. All such communications shall be reported to the BOS, BHC, the Health Commission, DPH, and the Director of BHS and MHSF.
10. Assess the impact of the realignment of services from the State to the City on ~~mental health and other~~ behavioral health services delivered to clients and on the local community.
11. Conduct a public hearing on the draft Mental Health Services Act three-year program and expenditure plan and annual updates at the close of the 30-day

comment period as required by Cal. Welfare and Institutions Code § 5848, subsection (a). Each adopted plan and update shall include any substantive written recommendations for revisions. The BHC shall review the adopted plan or update and make recommendations to the Director of BHS and MHSF, the Health Commission, the Director of Health, and the BOS. [EVD(1)]

12. Work collaboratively with mental health services behavioral health providers and other interested groups on issues of mutual concern.

13. Comply with all applicable laws, including but not limited to the Ralph M. Brown Act (Cal. Government Code §§ 54950, *et seq.*) and the San Francisco Sunshine Ordinance (S.F. Administrative Code §§ 67.1, *et seq.*) in publishing notices, agendas, and minutes and carrying out its operations and functions. Where publication or posting on a website is required, the BHC shall use the Department of Public Health's website, or another website designated by the Department of Public Health.

ARTICLE III – MEMBERSHIP

The membership of the Behavioral Health Commission shall be as follows:

1. Consistent with Cal. Welfare and Institutions Code § 5604(a) and S.F. Administrative Code § 15.12, the number of members on the Behavioral Health Commission of San Francisco shall be 17.

2. The BHC shall ensure the composition of the Commission represents and reflects the diversity and demographics of the City as a whole, as well as the population being served by the BHS and DPH ~~to~~ as well as the population served by the BHS and DPH to the extent feasible.

3. The activities and affairs of individual members of the Commission, acting as Commission members, shall be conducted, and powers exercised, by and under the direction of the BHC and these Bylaws.

4. Except for the BOS member, the term of each member of the BHC shall be three years. All member terms shall be reset to begin at noon on January 1, 2021. Thereafter, members' terms shall be staggered as determined by the Clerk of the

Board of Supervisors by no later than December 31, 2020. The Clerk of the Board of Supervisors shall determine by lot the initial terms for all 17 seats. Five seats shall have an initial one-year term expiring January 1, 2022, six seats shall have an initial two-year term expiring January 1, 2023, and six seats shall have three-year terms expiring January 1, 2024. After the initial terms expire, subsequent terms for all seats shall be three years.

5. No member shall serve more than two consecutive full terms. A member shall be deemed to have served a full term only if the member serves at least half of a full term. For the purpose of this term limit, the terms ending January 1, 2021, and the initial terms beginning January 1, 2021, shall count as full terms. Provided however, that a member whose term ends January 1, 2021, and who has served for six (6) months or less, will not be deemed to have served a full term under this subsection (b). The term of office of a member appointed by an individual BOS member is not affected by the Board of Supervisors member no longer continuing in that office.

6. The BHC serves in an advisory role to the BOS, and one member of the BOS shall be a member of the BHC.

7. Nine of the seats on the BHC shall be reserved for consumers, or the parents, spouses, siblings, or adult children of consumers, who are receiving or have received behavioral health services. At least four of the nine seats shall be held by consumers, and at least four of these seats shall be held by family members of consumers. Family members may include consumers' domestic partners and significant others.

8. One member of the BHC shall be a child advocate (a family member or consumer advocate for minors who use mental/behavioral health services); one member shall be an older adult advocate (a family member or consumer advocate for persons 60 years of age or older who use mental/behavioral health services); and two members shall be from the following professions: psychiatry, psychology, mental/behavioral health social work, nursing with a specialty in mental/behavioral health, marriage and family counseling, psychiatric technology, or administrator of a hospital/hospice/hospice providing mental/behavioral health services or of a community mental health facility.

9. One member needs to be a veteran or a veteran advocate. The veteran advocate means a parent, spouse or adult child of a veteran, or an individual who is part of a veteran's organization, including the Veterans of Foreign Wars or the American Legion.

109. For the remaining BHC seats, the BOS is encouraged to appoint individuals who have experience with and knowledge of the behavioral health system. This includes members of the community that engage with individuals living with a behavioral health condition in the course of daily operations, such as representatives of offices of education, large and small businesses, hospitals, physicians practicing in emergency departments, police chief, sheriffs, and community and nonprofit service providers.

110. Except as provided above, a member of the BHC or the member's spouse shall not be a full time or part-time employee of BHS, an employee of the state Health Department, or an employee of, or a paid member of the BOS or a ~~mental~~behavioral health contract agency.

121. A consumer of behavioral health services who has obtained employment with an employer described above, and who holds a position in which the consumer does not have any interest, influence, or authority over any financial or contractual matter concerning the employer may be appointed to the BHC. The Commissioner shall abstain from voting on any financial or contractual issue concerning the member's employer that may come before the BHC.

132. BHC Commissioners shall abstain from voting on any issue in which the member has a financial interest as defined in Cal. Government Code § 87103.

143. A Commissioner shall be removed from office if the Commissioner has four (4) unexcused absences from regular meetings in one calendar year where no leave or excusal has been granted.

154. A leave of absence may be granted for up to four months with prior approval from the Executive Committee.

165. In cases of medical illness, family emergency or other exigency, the Executive Committee may retroactively grant leave, as necessary.

176. The BHC may grant leaves of absence for one or more meetings. Upon determining that a member has been absent for four meetings in a 12-month period and that no leave of absence had been granted for these meetings, the BHC shall provide written notification to the Clerk of the BOS. Upon receipt of the notification, the position shall be deemed vacant.

187. The BHC may vote to excuse an absent member from a BHC meeting. Whenever the BHC does not take such a vote, then the minutes of the meeting from which the member is absent shall note that the absence is unexcused. Regular attendance at the BHC meetings is critical to the BHC's ongoing success.

198. The Commission may recommend to the BOS that a member be removed from the BHC on the grounds that the member's conduct is seriously disruptive of the functioning of the BHC. Once the BHC makes such a recommendation, the Board of Supervisors may remove a member from the BHC if it determines that the member's conduct is seriously disruptive of the functioning of the BHC.

2019. No Commissioner shall be compensated for duties performed as a member of the BHC. Notwithstanding the previous sentence, a Commissioner may be reimbursed for the actual costs of attending meetings, conferences, or similar gatherings if attendance at the meeting, conference or similar gathering is approved in advance in writing by the BHC Chair.

ARTICLE IV – MEETINGS

1. Meetings of the BHC shall be held monthly as designated by the BHC, for a minimum of 11 meetings per year. Meetings may be held in person, or virtually via teleconference, as permitted by Cal. Government Code § 54953.

2. The BHC is subject to the provisions of the Brown Act and the San Francisco Sunshine Ordinance (Cal. Government Code §§ 54950 *et seq.*; S.F. Administrative Code §§ 67.1, *et seq.*).

3. Annual Meetings: There shall be a regular meeting, which shall constitute the annual meeting of the BHC, to be held in February of each year, ~~at which time the~~

~~Officers will present their reports,~~ a regular meeting schedule will be adopted for the next twelve (12) months, and officer elections held.

4. Regular Meetings: The BHC shall establish by resolution or motion the time and place for holding regular meetings at its annual meeting.

5. Special Meetings: Special meetings, including ad hoc meetings, for any purpose or purposes related to the business of the BHC, may be called at any time by the Chair or the Co-Chairs or by a majority of the BHC members in accordance with the Brown Act and San Francisco Sunshine Ordinance. Any special meeting notice must be received at least 72 hours in advance and posted on the BHC web site and delivered to the Clerk of the Board of Supervisors and to the Government Information Center at the Main Branch of the SF Public Library.

6. Actual notice of Annual and Regular Meetings shall be received by each member of the BHC at least 72 hours before the time set for the meeting by one of the following methods:

- a. Personal delivery of written notice; or
- b. First class mail, postage prepaid sent by first class mail shall be deposited in the U.S. Mail not less than five (5) days before the time set for the meeting; or
- c. Fax transmittal or e-mail of written notice; or
- d. Telephone, either directly to the member or to a person at the member's office who would reasonably be expected to communicate that notice promptly to the member;

;

~~;~~ and

- e. All such notices shall be given or sent to the member's address or telephone number as shown on the records of the BHC.

7. Notice of regular and special meetings shall be provided in accordance with the Brown Act and S.F. Sunshine Ordinance.

~~8. Special meetings shall be convened in the following manner:—~~

- ~~a. Upon the call of the Chair, provided at least one (1) another member of the Executive Committee concurs; or~~
- ~~b. Upon the call of the Chair following the Chair's receipt of a written request signed by at least nine (9) Commissioners; and~~
- ~~c. Any special meeting notice must be received at least 72 hours in advance and posted on the BHC web site and delivered to the Clerk of the Board of Supervisors and to the Government Information Center at the Main Branch of the SF Public Library.~~

~~98.~~ A quorum for a BHC meeting is 51 percent of the number of members designated by law, rather than the number of seats actually filled. Currently this ~~is nine~~ is nine (9) Commissioners.

~~109.~~ Each Commissioner present must vote on every question put to a vote, unless excused by a majority vote of the BHC, or unless a legally recognized conflict of interest exists, as provided for in S.F. Administrative Code, ~~§ 1.29.~~

~~110.~~ Each Commissioner shall serve on at least one Standing Committee and shall attend the scheduled meetings of that Committee. The BHC Chair or Co-Chairs may assign a Commissioner to represent the BHC at related City board, ~~commission~~ commission, or other committee meeting.

ARTICLE V – OFFICERS

1. The officers shall be Commissioners elected for the positions of Chair, Vice Chair, and Secretary. There may be two Co-Chairs sharing the duties of the Chair.

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ARTICLE VI - ELECTION OF OFFICERS

1. Officers shall be elected at the annual meeting of the BHC in February of even-numbered years and shall serve a term of ~~three~~ two (32) years, or until their successors are elected.

2. A Nominating Committee shall be appointed by the Chair or Co-Chairs, following consultation with the Executive Committee, by the November meeting of each odd-numbered year and shall consist of no fewer than three (3)

Commissioners. The Nominating Committee shall:

- a. Select at least one (1) candidate for each office.
- b. Secure from each candidate their written or verbal consent to serve; and
- c. Report the slate to the BHC at its January meeting.

3. Prior to voting for BHC officers, additional nominations may be made from the floor by Commissioners.

4. Elections shall be by roll call vote.

5. Vacancies occurring in the offices between elections shall be filled in the following manner:

a. At its next meeting the Chair or Co-Chairs, in consultation with the Executive Committee, shall appoint a Nominating Committee.

~~Theb.~~ The Nominating Committee shall then meet within 15 days.

~~c.~~ At the next BHC meeting ~~next following the Nominating Committee meeting,~~ the Nominating Committee shall present its report to the BHC, and elections shall then occur, with nominations being accepted from the floor.

~~6. b.~~ Officers may be removed from office for failure to carry out the duties of their office by a two-thirds (2/3) vote of the BHC, provided that forty-five (45) days' notice is given to all Commissioners.

~~€~~

7. If the Chair's office is vacated prior to the end of the two-year term, the Vice Chair shall assume the Chair's office and a replacement Vice Chair nominated at the next regularly scheduled meeting. The election for the new Vice Chair shall be held at the next regularly scheduled meeting following the nomination meeting.

ARTICLE VII – DUTIES OF OFFICERS

1. The Chair or Co-Chairs, shall be the official spokesperson(s) of the BHC. ~~The Chair or Co-Chairs~~ and shall carry out the policies of the BHC. The Chair or Co-Chairs shall preside at all meetings of the BHC and the Executive Committee and ~~shall consult~~ shall consult with the Director of BHS and MHSF. The Chair or Co-Chairs is/are ex-officio voting member(s) of all standing and ad hoc committees, but not of the Nominating Committee, ~~unless the Chair is serving on the Nominating Committee.~~

2. The Vice Chair shall serve as an aide to the Chair, shall consult with Director of BHS and MHSF at the request of the Chair, and shall serve as Acting Chair in the Chair's absence.

3. The Secretary shall take minutes, or review the minutes prepared by other Commissioners or staff, of all BHC monthly meetings and Committee meetings prior to approval by the ~~BHC,~~ BHC and serve as Acting Chair in the absence of the Chair and Vice Chair.

ARTICLE VIII – COMMITTEES

Section 1: Committees

1. A member of the BHC shall serve on at least one committee or work group.

2. The duties of the Chair or Co-Chairs shall be to at least annually establish or confirm ad hoc, work groups and standing committees; appoint the Chairs of such committees, groups, and any liaisons to other groups, organizations, task forces or committees; ~~and establish work groups which can determine their own membership and selection of officers or establish ad hoc committee(s)~~ or discontinue any committee or work group.

3. The duties of Committee Chairs shall be to:
a. Set agenda for committee meetings;

- b. Assure 72-hour notice and agenda are posted on website, prior to convening meeting;
- c. Conduct Committee meetings;
- d. Perform or oversee any special projects assigned to the Committee;
- e. Perform or assign a Committee Member or staff to take meeting minutes; and
- f. Report on Committee's activities to the Executive Committee and the full BHC, at their respective monthly meetings.

4. Ad hoc committees may be established or eliminated in accordance with notice and agenda requirements ~~in Article IV, above,~~ by the Chair or Co-Chairs, with concurrence of the Executive Committee. Ad hoc committees include, but are not limited to: Nominating Committee, Strategic Planning Committee, Retreat Committee, Bylaws Revisions, Annual Report Committee, Planning Council Study Committee, Annual MHSa Plan Review and Public Hearing, Recruitment and Outreach Committee.

5. Standing Committees ~~include,~~ but are not limited to: Executive Committee, ~~Program Evaluation~~ Site Visit Committee, and Implementation Committee. Standing Committees may be established or eliminated in accordance with notice and agenda requirements ~~in Article IV, above,~~ by the BHC. Standing Committees have ongoing responsibilities concerning a particular subject matter that is not time limited.

6. Committees and work groups will conduct meetings in accordance with the Brown Act and the San Francisco Sunshine Ordinance (Cal. Government Code §§ 54950 *et seq.*; S.F. Administrative Code, §§ 67.1 *et seq.*)~~).~~

Section 2: Standing Committees

1. Executive Committee shall be composed of the BHC officers, Chairs of the Standing Committees and one (1) At-Large Commissioner to be named by the Chair or Co-Chairs. The At-Large Commissioner is to be chosen from any category that is under-represented on the Executive Committee, e.g., gender, ethnic or sexual minority, or membership category (consumer, professional, etc.) The At-Large Commissioner will be a regular voting member of the Executive Committee. The duties of the Executive Committee shall be to:

- a. Prepare draft agendas for regular and special meetings of the BHC;
- b. Prepare the Annual Report as specified in Article II, Section 7 of these Bylaws;
- c. Handle urgent matters at properly noticed meetings within established policy between regular or special meetings with ratification of all action required by a majority vote of the full BHC at its next regular or special meeting, and to carry out any duties ordered by the full BHC;
- d. The Executive Committee will coordinate with BHC staff be the fiscal agent for the BHC to. In this role the Committee will prepare the Annual BHC Report. budget, Ssubmit the budget suggestions to DPH/BHS, and approve and monitor monthly BHC expenditures^[EVD(2)];
- e. The Executive Committee shall meet monthly (11 months);
- f. In special session, at the call of the Chair or Co-Chairs with the concurrence of the one (1) Executive Committee member or one (1) Commissioner not on the Executive Committee or, in special session, at the call of the Chair or Co-Chairs, upon the receipt of a written request signed by at least four (4) Commissioners^[EVD(3)].
- g. Such a special session shall be held within five (5) days of the Chair or Co-Chair's receipt of the written request and posted 72 hours on the BHC website prior to the convening of the meeting; and
- h. The Executive Committee will proactively engage to resolve any internal and external conflicts related to behavioral health and BHC. The committee may only take action at a properly noticed meeting.

2. Program Evaluation Site Visit Committee shall be responsible for assisting each Commissioner to make at least four (4) visits annually to public behavioral health programs, utilizing the most current "BHC Site Visit Manual"^[EVD(4)]^[TB5] for procedures and forms. The Committee shall:

- a. Convene monthly;
- b. Review and revises the "BHC Site Visit Manual" as needed;
- c. Provide a copy of the "BHC Site Visit Manual" to each Commissioner;
- d. Keep a current listing of behavioral health programs that may be selected for a site visit;
- e. Choose sites to be reviewed after vetting by the Site Visit Committee;
- f. ~~e.~~ Maintain a chart of sites visited by each Commissioner;
- g. ~~f.~~ Report at Executive and BHC meetings a summary of the findings of visits; and

hg. Submit all Site Visit Reports to the Director of BHS and MHSF.

3. The Implementation Committee shall devise and implement strategies for accomplishing the goals and objectives of the BHC. All BHC Commissioners shall have a proactive role in setting goals and objectives. The Implementation Committee shall:

- a. Convene monthly;
- b. Recommend which program areas, under the BHC's jurisdiction, should receive significant attention, using tools such as the BHC Strategic Plan and the BHS and MHSF Director's monthly report to the BHC;
- c. Research and attend community meetings and investigate relevant issues, such as City task forces or working groups formed by the BOS, DPH, or Mayor, and report this information back to the BHC membership and constituents.

ARTICLE IX – ATTENDANCE AND VACANCIES

1. All BHC members are required to contact the BHC Chair or Secretary or the designated DPH staff person ^{EVD(6)} prior to a meeting if they are unable to attend. Failure to do so will result in an unexcused absence.

2. A BHC member may be deemed by the Executive Committee to have ceased to discharge the duties of a BHC member based on attendance, seriously disruptive misconduct -and/or performance of other assigned duties. If after review, the Executive Committee determines the member should be removed, a recommendation will be made to the full BHC. Upon two-thirds (2/3) vote, the BHC may recommend the removal of the member to the Board of Supervisors.

3. If a vacancy occurs due to the occurrence of any of the events described in above Cal. Government Code § 1770, the Secretary or staff shall advise the BHC, and the Executive Committee may commence the recruitment for a replacement and make recommendations to the BHC, which may in turn, make recommendations to the Board of Supervisors.

ARTICLE X – RESIGNATIONS AND LEAVES OF ABSENCE

1. Any member may resign effective upon giving written notice to the Clerk of the BOS with a copy to the Chair or Co-Chairs, the Vice Chair, or the Secretary of the BHC. A notice which specifies a later time shall be effective upon the date of the resignation set forth in said notice.

2. A BHC member, who does not wish to resign and who needs leave from BHC commitments, may request a leave of absence for personal reasons. The request must be submitted in writing to the Chair or Co-Chairs of the BHC. The Executive Committee may approve this request for a period of time not to exceed four (4) months. A Commissioner on leave may request an extension in writing to the Chair or Co-Chairs and such extension is subject to the approval of the Executive Committee. The request for extension will be reviewed by the Executive Committee as to the reasonableness of the extension and the overall impact on the Board in carrying out its responsibilities.

ARTICLE XI - CONDUCT OF BUSINESS

1. The parliamentary authority for the BHC shall be the most current edition of Robert's Rules of Order, to the extent to which it is consistent with these Bylaws, as well as all other applicable federal, state, or City legislation or regulation. All meetings must conform to the Brown Act and S.F. Administrative Code.

2. Public Testimony. The Chair may require persons speaking before the BHC or at committee to confine their remarks to the question before the BHC or committee, or, if speaking during the public comment period for non-agenda items, to matters within the BHC's subject matter jurisdiction. The Chair may also establish uniform speaker time limits at the beginning of each agenda item or public comment and may limit the total time for public comment on any item.

(References: Government Code section 54954.3(a), (b)(1); 78 Ops.Cal.Atty.Gen. 224 (1995).)

3. Disorderly Conduct. The presiding officer may turn off the microphone or may order removed from the meeting room any person who commits the following acts in respect to a meeting of the BHC or of a standing or special committee:

- a. Disorderly, contemptuous or insolent behavior toward the BHC or committee or any member thereof, tending to interrupt the due and orderly course of said meeting;
- b. A breach of the peace, boisterous conduct or violent disturbance, tending to interrupt the due and orderly course of said meeting;
- c. Disobedience of any lawful order of the presiding officer, which shall include an order to be seated or to refrain from addressing the BHC or committee;
- d. Usage and ringing of cell phones and pagers not in silent mode, in BHC and committee meetings;
- e. Any other interference with the due and orderly course of said meeting.
- f. BHC Commissioners should be protected at all times

(References: Government Code, section 54957.9; *White v. City of Norwalk* (9th Cir. 1990) 900 F.2d 1421; *Kindt v. Santa Monica Rent Control Board* (9th Cir. 1995) 67 F.3d 266; *Norse v. City of Santa Cruz* (9th Cir. 2010) 629 F.3d 966; *Acosta v. City of Costa Mesa* 9th Cir. 2013) 718 F.3d 800.)

ARTICLE XII – AMENDMENTS

These Bylaws may be amended at any meeting of the BHC by a two-thirds (2/3) vote of the Commission when 15 days' notice has been given as described below. The BHC shall use the following procedure when amending the Bylaws:

- a. Proposals for change shall be noticed on the BHC agenda and a written copy sent to all BHC members a minimum of five (5) days prior to the meeting date on which proponents wish consideration and a vote on the change;
- b. The BHC must approve the change by a two-thirds (2/3) majority of those Commissioners in attendance at a regular or special meeting at which a quorum is present;
- c. The change, as approved, is to be signed and dated by the BHC Chair or Co-Chairs;
- d. Amended Bylaws ~~should are to~~ be presented ~~vided~~ to each BHC member at the next regularly scheduled meeting;
- e. Bylaws shall be reviewed at least once every five (5) years ~~recommending revisions~~ recommending revisions to be presented to the

Behavioral Health Commission for approval~~needed to the BHC for approval;~~

f. An original copy signed by the BHC Chair or Co-Chairs are to be filed with the BHC Secretary. Additionally, an appropriate historical log of all Bylaw amendments and the date of the changes are to be maintained by the BHC Secretary. The historical log is to be distributed to BHC members whenever revisions are recommended; and

g. All Commissioners will be provided with the current BHC Bylaws and a proposed Policies and Procedures^[EVD(7)]~~manual~~.

ARTICLE XIII – CODE OF CONDUCT

Section 1: Code of Conduct

The BHC is committed to providing a welcoming, respectful, friendly, safe, supportive, bully free and harassment-free environment for Commissioners, staff, presenters, and members of the public and expects all such individuals to act professionally, respecting the personal rights and dignities of all so as to create a productive, inclusive environment. All individuals should feel welcome and safe within the BHC regardless of their sex, gender, gender identity, gender expression, sexual orientation, pregnancy, race, color, ethnicity, national origin, ancestry, religion, creed, age, physical or mental disability, medical condition, genetic information, marital status, military or veteran status, body size, domestic violence victim status, employment status, type of employment, or any other legally protected classifications. All Commissioners and all others associated with the BHC shall comply with the applicable Code of Conduct as stated in the BHC Bylaws.

ARTICLE XIV – POLICIES AND PROCEDURES

The BHC may establish Policies and Procedures on matters not covered by these Bylaws.

CERTIFICATE

This is to certify that the foregoing is a true and correct copy of the Bylaws of the Behavioral Health Commission of San Francisco and that such Bylaws were duly

adopted by the Behavioral Health Commission of San Francisco on the date set forth below.

Chair or Co-Chairperson(s)

Adopted: January , 2022
