

Peer Support Alliance of North Dakota (PSAND) Membership Policy

Effective Date: 8/14/2026

Approved By: Board of Directors

Last Revised: 8/14/2026

Section 1: Purpose

The purpose of this Membership Policy is to establish clear and equitable procedures for membership eligibility, application, dues administration, maintenance of good standing, renewal, suspension, termination, and appeals for members of the Peer Support Alliance of North Dakota (PSAND).

This policy shall be administered in conjunction with the PSAND Bylaws and the ***PSAND Member Commitment to Ethical and Collaborative Participation***, which governs the conduct and ethical expectations of all members and participating parties.

Section 2: Authority

This policy is adopted pursuant to Article 3 of the PSAND Bylaws and is subject to all provisions therein.

The Board of Directors is authorized to establish and administer procedures related to membership application, dues, renewal, standing, and removal.

Section 3: Membership Standards of Participation

Membership in PSAND constitutes an ongoing agreement to uphold the *PSAND Member Commitment to Ethical and Collaborative Participation*.

All members shall:

- a) Conduct themselves in accordance with peer support values including mutuality, reciprocity, respect, diversity, inclusion, self-direction, trauma-attentiveness, empathy, and strengths focus;
- b) Abide by the PSAND Bylaws and policies, and applicable laws;
- c) Conduct themselves in a manner that reflects positively upon the Alliance and the peer support profession;
- d) Refrain from discriminatory, harassing, abusive, intimidating, or coercive conduct;
- e) Avoid conflicts of interest and comply with all conflict-of-interest disclosure requirements;

- f) Participate collaboratively and respectfully in all Alliance activities.

Failure to uphold these standards may result in corrective action, suspension, or termination of membership as outlined in this policy.

Section 4: Membership Categories

4-1. Peer Support Professional Member (Voting Member)

Eligible individuals shall:

- a) Hold endorsement as a Certified Peer Support Specialist in North Dakota; or
- b) Have completed a North Dakota Behavioral Health Division-approved peer support specialist training course or equivalent recognized by the Alliance.

Peer Support Professional Members shall:

- a) Hold voting privileges;
- b) Be eligible for committee service;
- c) Receive full membership benefits.

4-2. Ally Member (Non-Voting)

Ally Members are individuals who support the mission of PSAND but do not currently meet requirements for Peer Support Professional Membership.

This may include:

- a) Individuals pursuing certification;
- b) Individuals transferring credentials;
- c) Stakeholders and supporters of peer support.

Ally Members:

- a) Shall not vote;
- b) May serve in supportive committee roles;
- c) Must fully comply with the *Member Commitment to Ethical and Collaborative Participation*.

Section 5: Application for Membership

Applicants must submit:

- a) Completed application;
- b) Documentation of eligibility, if requested;
- c) Payment of dues (if applicable);

d) Acknowledgement of:

- PSAND Bylaws;
- This Membership Policy;
- The *PSAND Member Commitment to Ethical and Collaborative Participation*.

Submission of an application constitutes affirmation of these obligations.

Section 6: Membership Term and Renewal

Membership shall remain active for one (1) year from approval.

Renewal requires:

- a) Submission of renewal materials, if requested;
- b) Continued eligibility;
- c) Payment of dues;
- d) Continued agreement to abide by the *Member Commitment to Ethical and Collaborative Participation*.

A 90-day grace period shall apply following expiration. Failure to renew within 90 days shall result in administrative termination of membership.

Section 7: Dues Policy

7-1. Establishment of Dues

Membership dues shall be established by Board resolution.

The Board may establish:

- a) Category-based dues;
- b) Reduced-rate memberships;
- c) Hardship waivers;
- d) Temporary promotional rates.

7-2. Collection of Dues

Dues are payable upon:

- a) Initial membership approval;
- b) Annual renewal.

Payment may be accepted through methods approved by the Alliance.

7-3. Hardship Consideration

Members experiencing financial hardship may request confidential dues reduction or waiver. Requests shall be reviewed fairly and consistently by designated Alliance leadership.

7-4. Delinquency

Failure to pay dues by the renewal deadline shall place membership into a 90-day grace period status. Failure to cure delinquency within the grace period will result in termination of membership.

Section 8: Membership Good Standing

A member is in good standing when the member:

- a) Meets eligibility requirements;
- b) Maintains current dues status;
- c) Complies with all Alliance policies;
- d) Is not subject to disciplinary restriction;
- e) Remains in compliance with the *Member Commitment to Ethical and Collaborative Participation*.

Only members in good standing may exercise voting rights.

Section 9: Corrective Action and Membership Discipline

When concerns arise regarding conduct inconsistent with the *Member Commitment to Ethical and Collaborative Participation*, the Alliance shall seek corrective resolution whenever appropriate.

Corrective action may include:

- a) Informal resolution;
- b) Written warning;
- c) Required remediation;
- d) Temporary suspension;
- e) Formal disciplinary review.

The goal of corrective action shall be accountability, restoration, and alignment with peer support values whenever feasible.

Section 10: Suspension or Termination of Membership

Membership may be suspended or terminated for:

- a) Loss of eligibility;
- b) Nonpayment of dues;

- c) Voluntary resignation;
- d) Submission of false information;
- e) Serious or repeated violation of the *Member Commitment to Ethical and Collaborative Participation*;
- f) Conduct materially harmful to the Alliance or its members.

Examples include:

- a) Harassment, intimidation, or abusive conduct;
- b) Discriminatory conduct;
- c) Misuse of position or authority;
- d) Public misrepresentation of the Alliance;
- e) Conflict-of-interest violations;
- f) Conduct that undermines peer support values or organizational integrity.

Section 11: Due Process and Review Procedure

When termination is based on conduct:

- a) Written Notice
 - The member shall receive written notice detailing:
 - The alleged conduct;
 - Relevant policy provisions;
 - Proposed action.
- b) Opportunity to Respond
 - The member shall have at least fifteen (15) calendar days to submit a written response and may request review by the Board.
- c) Board Review
 - The Board shall review all relevant information fairly, in good faith, and in alignment with peer support principles.
 - Removal requires a majority vote consistent with the bylaws.
- d) Written Decision
 - The member shall receive written notice of the Board's decision.
- e) A member may appeal denial, suspension, or termination within thirty (30) calendar days. The Board shall review the appeal and issue a final written decision.
- f) Former members may seek reinstatement by:
 - Correcting conditions leading to termination;
 - Demonstrating readiness to comply with the *Member Commitment to Ethical and Collaborative Participation*;

- Paying required dues;
- Meeting any Board-imposed conditions.

Section 12: Relationship to Ethical Standards

The *PSAND Member Commitment to Ethical and Collaborative Participation* is incorporated by reference into this Membership Policy and shall serve as the governing standard for member conduct and disciplinary review.

Where conflict exists, the Bylaws shall control, followed by the *Member Commitment*, then this Membership Policy.