

Albany County Sheriff's Office

Rules and Regulations



EXPLORER

043

16 Eagle St.
Albany, NY 12207

SECTION 1. Name and Purpose

- A. The name of the post shall be the **ALBANY COUNTY SHERIFF'S OFFICE POST #043**
- B. The Post shall be sponsored by and under the control of the Albany County Sheriff Office. The Post shall be affiliated with the Boy Scouts of America.
- C. **Purpose:**
 - 1. To promote honor, integrity, dignity and self confidence in the members of the post.
 - 2. To bring together the youth of the community in an effort to further their knowledge and understanding of law enforcement.
 - 3. To improve relations between the youth of the community and the police department.
 - 4. To further the interest of the Explorer cadet in law enforcement as a career.
 - 5. To assist the police department in carrying out assigned duties and functions.

SECTION 2. Membership and Dues

- A. Membership to the Albany County Sheriff's Explorer Post shall be comprised of persons between the ages of fourteen (14) and twenty-one (21), members shall not have reached their twenty-second birthday.
- B. All members shall be residents of Albany County. Membership of a resident outside of Albany County will first be at the discretion of the Post Advisor.
- C. Prospective members shall complete all membership applications and waiver forms. Parents' signatures of consent are required on applications and waivers when a prospective member is under eighteen (18) years of age.
- D. All new members shall pay a twenty seven (27) dollar fee to join the Post. This fee shall cover the cost of the first year's dues with the Boy Scouts of America.
- E. The following dues schedule will be the dues schedule for the Post. Any changes to same will be brought to the entire Post at a regular meeting and voted on by the majority of the Post membership, with final approval from the Post Advisor.
 - 1. All members shall pay dues of twenty-five (25) dollars per year. Payment of dues shall be due on the last scheduled meeting January. All monies collected will be recorded and deposited into the Explorer Post account.
 - 2. Any member in arrears of two months back dues or any other monies or property of the Post may be dropped from membership. The Executive Board shall meet and decide on whether the member should be dropped from the rolls. If the member is dropped, he/she must pay back all monies owed to the Post prior to readmission.
 - 3. Any member who resigns from the post, is dropped from the rolls, or otherwise terminates membership forfeits all fees or dues paid prior to the separation date.

SECTION 3. Post Ruling Boards

- A. Executive Board – shall consist of the Post Officers and Post Advisors.

- B. Sponsorship Board – shall consist of the Post Advisors, Post Committee Chairman (Boy Scouts representative), and the Chief of Police.
- C. The Post Sponsorship Board shall have the final say in all matters of the Explorer Post.
- D. Normal business of the Post shall be controlled by the Post under the guidance and veto right of the Post Advisor.
- E. Special business, functions, or travel shall be controlled by the Sponsorship Board or the Chief of Police, as the matter dictates.

SECTION 4. Advisors

- A. The Post Advisors shall be sworn members of the Albany County Sheriff's Office, appointed by the Sheriff or Undersheriff.
- B. There shall be two (2) Post Advisors consisting of a Lead Advisor and an Advisor.
- C. Associate Advisors shall be sworn officers of the Albany County Sheriff's Office appointed by the Post Advisors, with the approval of the Sheriff or Undersheriff.
- D. Advisors shall have the right to overrule or veto any planned function, act or other activity or matter under consideration by members of the Explorer Post.
- E. The Post shall consist of two (2) civilian advisors (non-sworn police members), upon approval from the Post Advisors.

SECTION 5. Code of Conduct

- A. Explorers attending official Post activities, whether they are on duty or not, shall be governed by the post rules and regulations.
- B. Conduct of the Explorers at all Post activities shall be in keeping with the highest standards. This includes meeting breaks. "Horse-play" while in uniform AT ANY TIME will not be tolerated. Any member found in violation will be disciplined.
- C. Explorers will not be insubordinate. For the purpose of this section, insubordination is conduct considered disrespectful, disobedient, or not following a reasonable order given by a superior officer or Post Advisor. If the order is not considered reasonable and the Explorer is not placed in physical danger or placed in a disparaging position, the Explorer assigned the order shall follow same and forward a grievance to the Post Advisor. Explorers will only be able to refuse a direct order from a superior if the order places the Explorer in physical danger or the order places the Explorer in a disparaging or degraded position. If the Explorer refuses an order they deem degrading or disparaging, the Explorer will need to articulate same at a later date.
- D. Explorers must report for duty at all mandatory activities unless previously excused for good cause.
- E. Explorers volunteering to work at an activity must report for that activity. If unable to attend, they must inform their immediate supervisor and together make every effort to find a replacement.
- F. Explorers will be courteous and respectful **AT ALL TIMES** to fellow Explorers, police advisors, police employees and the general public.

- G. Explorers shall at all times refer to police employees by title and surname, unless otherwise specified by the individual.
- H. Hair must be neat and trim and may not touch the collar. All members will have their hair clean and neatly combed when reporting for any Post activity.
- I. No facial hair other than a neatly trimmed mustache and sideburns may be worn by members. Sideburns may not extend beyond the bottom of the earlobes.
- J. Explorers will keep confident all information they receive or come in contact with through working with the police department. If any Explorer releases any information received regarding cases, the Explorer will be dismissed from the Post and where applicable, prosecuted under the law.
- K. An Explorer using profanity in or out of the uniform may be subject to disciplinary action.
- L. No Explorer shall loiter or visit the police facilities unless assigned to an Explorer activity or on official business requiring their presence.
- M. Explorers may NOT bring a non-member or acquaintance to any assigned detail unless approved by the Explorer Post Advisor or sworn police officer Associate Advisor.
- N. Explorers while working on an assignment are responsible for cleaning up after themselves.
- O. Explorers shall not possess or consume any drugs including but not limited to alcoholic beverages, marijuana or cigarettes.
- P. Any members violating the law shall be subject to immediate dismissal.
- Q. UNDER NO CIRCUMSTANCE WILL ANY EXPLORER BE IN POSSESSION OF ANY WEAPON(S). THIS INCLUDES FIREARMS, KNIVES, CLUBS, ETC.
- R. No Explorer shall use a cell phone during a meeting or detail unless it is pertinent to the operation of same.

SECTION 6. Discipline

- A. Members will be suspended from the Post if they have been arrested. The suspension shall take effect immediately after the arrest.
- B. If arrested for a crime or petty offense, the member shall be suspended until the case has been adjudicated. If the Explorer has either been found guilty of the charge, granted an adjournment in contemplation of dismissal, conditional discharge or granted Youthful Offender status the Explorer will be expelled immediately and will not be considered for readmission into the Explorer Post.
- C. If a member of the Explorer Post, if of age, has been issued a traffic ticket or parking ticket the Explorer must go before the Executive Board with an explanation to determine discipline.
- D. Any member of the Explorer Post having any negative police contact whether arrested / ticketed or not, shall notify a Post Advisor of such police contact within a reasonable amount of time.

- E. Members may be expelled for civil misconduct considered detrimental to the community, Explorer Post or the Albany County Sheriff's Office.
- F. A recommendation for disciplinary action may be initiated by any member of the Post through the proper chain of command. All requests must be made in writing.
- G. Disciplinary actions shall be brought before the Executive Board of the Post. All actions of the Executive Board relative to expulsion must be approved by the Sponsorship Board who may accept, reject or alter actions of the Executive Board.
- H. Members may be expelled from the Post for disciplinary action involving a serious infraction of the rules and regulations and by-laws.
- I. The Advisors may suspend or expel a member from any Explorer function with just cause and the Explorer will go before the Executive Board with an explanation.

SECTION 7. School Attendance and Performance

- A. The Explorer will understand that schoolwork and school attendance is of the utmost importance. The Explorer shall maintain a satisfactory attendance record at school and all absences must be excused. If an Explorer does not maintain satisfactory attendance then he/she shall face a suspension of Explorer activities until such record has improved. If a member faces two (2) suspensions for attendance then the Explorer shall be expelled until a satisfactory attendance record has been achieved and then the Explorer shall go before the Executive Board to request readmission.
- B. If an Explorer's grade levels have dropped and it is determined that part of the decrease is due to the explorer program, then the member shall meet with the advisors to determine the best course of action.
- C. The advisors will assist in providing any help with schoolwork possible.

SECTION 8. Positional Responsibilities

- A. Captain of the Explorer Post will (but not limited to):
 - 1. Report to the Police Officer Advisor or in his/her absence to the Police Sergeant for any and all assignments.
 - 2. Enforce the rules and regulations of the Albany County Sheriff's Office and the Albany County Sheriff's Office Post and will cause the business and the functions of the Explorer Post to be conducted according to the policies of the Albany County Sheriff's Office and the Albany County Sheriff's Office.
 - 3. Manage, direct and control the procedures and operations of the Explorer Post and shall issue such general orders, special orders, bulletins and orders of the day with approval of the Post Advisor to establish efficient procedures and to handle the business of the Explorer Post.
 - 4. Any general orders, special orders, bulletins, orders of the day or memorandums issued by the Explorer Captain must first Be approved by the Post Advisor prior to disseminating same to the Post membership.
 - 5. Recommend the removal from duty any member of the Explorer Post who is unfit for duty, who is neglect for duty or who is not ready, willing or able to perform his/her duty. This must be in writing addressed to the post advisor. THE

CAPTAIN SHALL NOT SOLELY INVESTIGATE ANY DISCIPLINARY RECOMMENDATIONS.

6. Make periodic inspections and spot checks of operations and equipment.
7. Keep in close contact with the Post Advisor and Explorer Sergeants on a regular basis.
8. Coordinate or assign a designee to coordinate the activities of the Post.
9. Shall act as the executive officer of the Post.
10. Shall be responsible for the actions of all members of the Post while they are on duty.
11. Shall preside over all Post meetings.

B. Lieutenant of the Explorer Post (but not limited to):

1. In the absence of the Captain, report to the Post Advisor or in his/her own absence, to the Police Sergeant for any and all special assignments.
2. Shall perform the duties of the Post Captain in his/her absence.
3. Shall assist the Post Captain in any function.
4. Shall perform any function or assignment given by the Post Captain.
5. Shall act as Sergeant-at-arms during all meetings.
6. Shall keep in close contact with the Captain and Sergeant(s) of the Post.
7. Shall act as a quartermaster of the Explorer Post equipment and uniforms keeping accurate inventory and making sure through the Post Advisor that all repairs are made.

C. Sergeant(s) of the Explorer Post (but not limited to):

1. Shall perform the duties of the Lieutenant in his/her absence.
2. Shall act as the Secretary at all meetings and keep accurate minutes at all meetings.
3. Shall maintain the files of the Post and communications.
4. Shall make out a monthly activity schedule for members and clear same through the Post Advisors.
5. Shall keep records of the monthly hours and activities expended by each Explorer and report monthly to advisors.

SECTION 9. Appointment of Officers

A. Selection of officers:

1. All officer candidates must be active members of the Post and in good standing.
2. All members must submit the following to the Post Advisor for any promotional postings.
 - i. Memorandum of intent for the posted position
 - ii. Handwritten essay as per spelled out in the posting
 - iii. Resume (including Explorer experience, scholastic activities, volunteer organizations, etc.)
3. Candidates may have to complete a written exam and successfully pass interviews consisting of the Post Advisors.
4. Captain shall have held the rank of sergeant for a period of at least six (6) months. This requirement may be waived by the Post Advisor.
5. Sergeant shall be an Explorer in good standing and a member of the Post for a period of eight (8) months prior to applying for the position.
6. Provisional appointments may be made at the discretion of the Advisors as circumstances dictate for the general welfare of the Post.
7. All Explorers appointed to an officer position are subject to a six (6) month probationary period upon which their performance will be evaluated by the Post Advisors. A favorable evaluation will certify the Explorer in the officer position noted.
8. Nothing in this section shall be constructed to mean that the prerequisite ranks must be held consecutively.

B. All officers shall maintain their tenure in office until they:

1. Resign from the office or Post.
2. Reach the Post age limit.
3. Fail to meet their duties as stated in the rules and regulations.
4. Are removed from office for misconduct.
5. Are demoted in accordance with the rules & regulations.

SECTION 10. Uniforms

- A. All members shall have and maintain in a neat and orderly fashion all parts of the required uniform.
- B. Any part not provided by the Post shall be provided by the member at the member's expense.

- C. Any uniform item provided by the Post shall remain the property of the Post and will be surrendered to the Post upon request by the Advisor.
- D. The Post Advisor shall dictate “the uniform of the day.”
- E. Any uniform item that the member wishes to purchase MUST first be approved by the Advisor.
- F. No member shall wear any part of the uniform unless at an official Explorer function or unless instructed to do so by the Post Advisor. When in uniform the complete uniform shall be worn.
- G. Upon termination for any reason from the Post, the member will turn all Post property, in their possession, over to the Post Advisor prior to their leave. Any member not surrendering Post property prior to termination, where applicable, may be prosecuted under the law.
- H. If a member is on an excused leave of absence, the member, prior to beginning the leave will turn all Post property over to the Post Advisor. The property will be returned to the member upon reinstatement to the Post at the conclusion of the leave of absence.

SECTION 11. Leave of Absence

- A. Any member requesting a leave of absence may do so for a period not to exceed one (1) year. The request must be in writing and forwarded through the proper chain of command with the Post Advisor having the final say.
- B. Members on leave of absence are excused from regular Post activities, duties and meetings. Once on a leave of absence the member cannot act as a regular member of the Post until officially reinstated.

SECTION 12. Chain of Command

The chain of command, in descending order, for the Explorer Post will be as follows:

Sheriff and Undersheriff
 Supervisor overseeing the Post
 Police Officer / Advisor of the Post
 Police Officers assisting the Post / special detail
 Explorer Captain
 Explorer Lieutenant
 Explorer Sergeant
 Explorer Sergeant (if applicable)
 Explorer in charge of a detail (if applicable)
 Explorer

If a number of Explorers are assigned to a special detail and there are no ranking Explorers present, then the most senior Explorer will assume responsibility of the detail and the other assigned Explorers will answer to the directives of the senior Explorer. Any member either disrespecting a senior Explorer on a special detail or circumventing the chain of command shall be subject to punitive actions.

SECTION 13. Seniority of Explorer Post

Seniority shall be determined by the length of service an explorer has within the Post. Seniority will not be determined solely on the age of the Explorer.

SECTION 14. Obedience

- A. Members of the Albany County Sheriff's Office Post shall perform his/her duties in accordance with the provisions of this manual and shall comply with the rules, regulations, orders and instructions set forth herein.
- B. Members of the Albany County Sheriff's Office Post shall promptly comply with all orders and instructions, written or oral, issued by a member of higher rank and shall perform such duties as may be required of them.
 - 1. Members shall obey the last order by a ranking member even though the last order is in conflict with a previous order of the same member.
 - a. Members, given in order by a ranking member which is in conflict with the order or instruction of another superior officer, shall *respectfully* call attention to the conflict in orders. If the member giving the order does not change his/her order, the order shall stand. The member giving the order is alone responsible for carrying out the order.
 - b. When necessary as an explanation for the activity recorded in a written report, the conflicting order and the identity of the officer giving the order shall be reported.
- B. Members shall comply with the rules, regulations and general orders of the Post which relate to the department and conduct during any period of suspension. The same holds true for members on leave or off duty and they shall at all times be mindful of the post.

SECTION 15. Meetings

- A. The Captain, or in his/her absence the next ranking officer, shall preside over all of the meetings with the Post Advisor having the final say if needed.
- B. The following will be the agenda for the meetings.
 - 1. Called to order,
 - a. call to order
 - b. be seated
 - 2. Recognition of special guests {Captin}
 - 3. Communications and bills
 - 4. Committee and bills
 - 5. Business (old/new)
 - 6. Advisor Time {Post Advisors}
 - 7. Meeting adjournment {Captin}
 - 8 Break
 - 9. Miscellaneous activities
 - 10. Drill and Ceremony (if applicable)
- C. During a meeting only a member recognized by the Captain or his/her designee shall speak at the meeting.
- D. All members shall not wear hats of any kind during the meeting. It is the responsibility of the Sergeant to enforce the same.
- E. Any business or standing rule to be voted on in a meeting must start with a motion, a second to the motion and then it will be put to the membership for a vote. It is the Captain's discretion as to how he would like to have the membership cast votes. Majority rules. The Captains vote will only be counted in the event of a tie.

- F. The Lieutenant, acting as the Sergeant-at-arms, shall remove any member from a meeting whose action become detrimental to the meeting and only on the order from the presiding officer.
- G. Only members in good standing may vote on any issue.
- H. All business or standing rules to be voted on by the membership only takes effect after the approval of the Post Advisor or his/her designee at a meeting.

SECTION 16. Rules and Regulations Changes

- A. Any changes to be made to the rules and regulations must first be brought to the Executive board for recommendation.
- B. Upon a positive recommendation of the change, the change shall be voted upon by the membership of the Post according to the rules set forth in SECTION 15, with a majority vote for acceptance of the charge.
- C. ALL RULES AND REGULATIONS CHANGES ACCEPTED BY THE MAJORITY VOTE OF THE MEMBERSHIP MUST ALSO BE APPROVED BY THE POST ADVISOR WITH THE FINAL APPROVAL BEING MADE BY THE CHIEF OF POLICE.

SECTION 17. Canon of Ethics

- A. the Albany County Sheriff's Office shall cooperate fully with other public officials in the discharge of authorized duties regardless of party affiliation or personal prejudice. He/she shall be meticulous, however, in assuring himself/herself of the propriety of the law, of such actions and shall guard against the use of his/her office or person whether knowingly or unknowingly in any improper or illegal action. In any situation open to questions, he/she shall seek authority from his/her superior officer giving him/her a full report of the proposed service or action.
- B. the Albany County Sheriff's Office shall be mindful of his/her special identification by the public as an upholder of the law. Laxity of conduct or manner in private life, expressing either disrespect for the law or seeking to gain special privilege, cannot but reflect upon the explorer, the Albany County Sheriff's Office, and the police service. The community and the service require that the Explorer lead the life of a decent and honorable person. Following the career of an Explorer gives no reason for special prerequisites. It does give the satisfaction and pride of following and furthering an unbroken tradition of safeguarding the American republic. The Explorer who reflects upon this tradition will not degrade it. Rather, **he/she will so conduct his/her private life that the public will regard him/her as an example of stability, fidelity and morality.**
- C. the Albany County Sheriff's Office, mindful of his/her responsibility to the whole community, shall deal with individuals of the community in a manner calculated to instill respect for its laws and its police service. The Explorer shall conduct his/her official life in a manner such as will inspire confidence and trust. Thus, he/she will be neither overbearing, nor subservient, as no citizen has an obligation to stand in awe of him/her, nor a right to command him/her. The Explorer will give service where he/she can and require compliance with the law. **He/she shall do neither from personal preference or prejudice but rather as a duly appointed Explorer discharging his/her sworn obligation.**
- D. the Albany County Sheriff's Office, representing government, bears the heavy responsibility of maintaining, in his/her own conduct, the honor and integrity of all governmental institutions. He/she shall, therefore, guard against placing himself/herself

in a position in which any person can expect special consideration or in which the public can reasonably assume that special consideration is being given. Therefore **he/she shall be firm in refusing gifts, favors, or gratuities, large or small, which can, in the public mind, be interpreted as being capable of influencing his/her judgment in the discharge of his/her duties.**

- E. the Albany County Sheriff's Office Explorer shall take special pains to increase his/her perception and skill of observation.
- F. the Albany County Sheriff's Office shall follow the rules and regulations and by-laws set forth by the Explorer Post and the Boy Scouts of America Explorer program.
- G. **PROBABLY THE MOST IMPORTANT CANON IS AS FOLLOWS:** the Albany County Sheriff's Office Explorer shall regard the discharge of his/her duties as a public servant, representing the Albany County Sheriff's Office, and the Boy Scouts of America, as a public trust and recognize his/her responsibility as a public servant. By diligent study and sincere attention to self improvement he/she shall strive to make the best possible application of science to the solution of crime and, in the field of human relationships, strive for effective leadership and public influence in matters affecting public safety. He/she shall appreciate the importance and responsibilities of his/her office and hold police work, and the Explorer Post Function, and duties to be an honorable profession rendering valuable service to his/her community and his/her country.

SECTION 18. Ride Along Program

The Ride Along Program exposes Explorers to realistic work situations a police officer may confront while on duty. The purpose is to give the Explorer an opportunity to better understand the police officer's function in law enforcement and to broaden the Explorer's knowledge of basic procedures in order to assist the officer as directed. The Ride Along Program is a privilege, not a requirement. It is also designed to reward the Explorer for participating in basic Post functions and meeting the minimum requirements. If an Explorer does not wish to do a ride along, they are not required.

- A. The Explorer must be a member in good standing and have completed the six (6) month probationary period.
- B. The Function of the Explorer during the Ride Along Program is that of an OBSERVER only.
- C. The Explorer must have obtained a "Ride Along" certificate prior to being eligible for the Ride Along Program.
- D. The Explorer MUST have successfully completed the following to obtain a Ride Along certificate:
 - 1. Must have completed twenty-four (24) hours of Communication time.
 - 2. Must have completed sixteen (16) hours of Explorer details.
 - 2. Must have attended a minimum of five (5) meetings in six (6) month period.
- E. The Explorer must have a signed "Waiver of Liability" form signed by both the Explorer and parent and on file at the Police Department. A copy of the form will be kept in the Explorer personnel file.
- F. the Albany County Sheriff's Office Post #043 shall be under the insurance plan of the Boy Scouts of America while engaged in the Ride Along Program.

- G. The Explorer is prohibited from smoking or sleeping while on duty.
- H. The Explorer WILL NOT UNDER ANY CIRCUMSTANCES be allowed to carry a firearm or any other weapon while on duty.
- I. The Explorer may ride a maximum of 8 hours per month. The Post Advisors have the option of rewarding Explorers with additional Ride Along hours.
- J. The Explorer must report for duty 15 minutes prior to the beginning of the shift.
- K. Explorers must be in "Class B" uniforms while riding in the Program.
- L. At all times, the Explorer will be under the direction of the officer with whom the Explorer is riding.
- M. The Explorer must follow the supervising officer's direction regardless of personal feelings. Any disagreements or argument with the supervising officer must be reported to the Post Advisor in writing as soon as possible. No Explorer will be required to obey any order that is contrary to the law.
- N. **Monthly requirements for any Explorer to ride along shall be 4 hours of Communications and 3 hours of any other Explorer detail including meetings.** This requirement may be waived by Post Advisors based on previous attendance record.
- O. Explorers eligible to ride along will be able to sign up at the monthly meetings.
- P. Explorers will not ride along past 23:00 hours unless prior approval from the Post Advisor and under no circumstance will the Explorer ride between 03:00 hours and 07:00 hours.
- Q. Any Explorer who violates the above mentioned rules will be immediately suspended from the Ride Along Program and will meet with the Executive Board.
- R. While on a ride along the Explorer **MAY**:
 1. Assist with traffic or crowd control
 2. Operate the radio (with supervising officer's permission)
 3. Complete paperwork that will not be used in any court action.
 4. Assist in protecting a crime scene.
 5. Assist in first aid or CPR (if qualified)
- S. While on a ride along the Explorer **WILL NOT**:
 1. Interview or interrogate a complainant, witness or suspect.
 2. Participate or be left in control of the arrest of any prisoner.
 3. Leave the police vehicle unless so instructed by the assigned officer.
 4. Be armed in any manner.
 5. Assist in providing cover for any possible crime in progress.
 6. Drive any vehicles
- T. **HIGH RISK Procedures**
 1. In case of an immediate emergency, the Explorer will remain in the vehicle and observe until the officer advises that the situation is safe.
 2. In cases of a high risk nature, the officer may return the Explorer to the station or stop at the first convenient location and radio the position of the of the Explorer so that another unit can affect a pick up while the dispatched officer proceeds to the dispatched call. The Explorer will remain at that

location until another unit arrives. In the event that no officer will be able to affect a pick up, a parent will be contacted via the Communications Center.

SECTION 19. Rules for Communications

- A. All dispatchers are to be given full respect and are to be obeyed.
- B. Dispatchers shall be referred to as "sir" or "ma'am."
- C. There shall be only one (1) Explorer on duty observing Communications at one time.
- D. Explorers shall have the opportunity to sign up for the Communications detail at regular monthly meetings.
- E. While observing Communications personnel, Explorers will be required to fulfill any tasks assigned to them, but shall be limited to record keeping, typing, filing, answering secured doors and any other tasks assigned.
- F. Explorers will not answer the telephones or radio or acknowledge teletypes without the consent of the Telecommunicator.
- G. Explorers will wear uniforms while on duty in communications.
- H. Explorers shall clean up after themselves at the conclusion of the shift.

SECTION 20. Confidentiality

- A. While observing any aspect of the functions of the Albany County Sheriff's Office, Explorers are required to keep all information observed confidential.
- B. If there is a breach of confidentiality and it is discovered that the breach was from an Explorer, that Explorer will be immediately terminated from the Post.