

# Browning Volunteer Fire Department By-Laws

Revised and Approved  
By the Board of Directors

on

November 18, 2004

## **ORGANIZATION**

- I. The Browning Volunteer Fire Department, which provides fire protection and emergency medical & rescue services in the Browning Fire District, is organized as a non-profit corporation.
- II. The entire management and direction of the Browning Volunteer Fire Department shall be vested in the Board of Directors. The Board of Directors will consult with the Fire Chief on matters of general management and operation of the department and its equipment, and will have entire control over financial matters.
- III. The Browning Volunteer Fire Department will maintain a force of active Fire Fighters and Fire Officers sufficient to provide adequate response to fire, medical, and rescue emergencies within the Browning Fire District. This department will also respond to any call for help for any emergency of any Sustaining or Non-Sustaining Members as approved by the Fire Chief. Fire Fighters will meet the minimum qualifications set forth in other sections of this document.
- IV. The Browning Volunteer Fire Department will provide mutual aide to any fire or emergency service organization that request assistance with approval of the acting Fire Chief
- V. The Browning Volunteer Fire Department will maintain the physical facilities, apparatus, and equipment assigned for its use in a state of readiness for use in fire and emergencies.

## **MEMBERSHIP TYPES AND QUALIFICATIONS**

### **I. Sustaining Members**

Sustaining Members of the department are those individuals, families, businesses, or institutions who pay an annual fee to the Browning Volunteer Fire Department for fire protection and emergency services. The annual fee is payment for coverage on all properties that meet the criteria set by Warren County Fiscal Court. Sustaining Members may attend the Annual Meeting of the fire department and actively participate in items of discussion and vote in the election for members of the Board of Directors.

### **II. Partial Sustaining Members**

Partial Sustaining Members of the department are those individuals, families, businesses, or institutions; who own more than one property and chose to pay some but not all that is due. Fire protection and emergency service provided to property where the annual fee has not been paid will be subjected to a non-sustaining member fee set forth by the Warren County Fiscal Court and approved by the Board of Directors. Partial Sustaining Members may attend the Annual Meeting of the fire department and actively participate in items of discussion and vote in the election for members of the Board of Directors.

### **III. Non-Sustaining Members**

Are individuals, families, groups, businesses, or institutions who do not pay an annual fee to the Browning Volunteer Fire Department for fire protection and emergency services, are subject to a non-sustaining member fee as set forth by Warren County Fiscal Court and approved by the Board of Directors.

## **BOARD OF DIRECTORS**

### **I. General**

The Browning Volunteer Fire Department will have a Board of Directors composed of seven members. The membership status of members elected to the Board of Directors shall be that of member of the Board. Members of the Board of Directors shall be:

1. Residents of the Browning Fire District.
2. At least 25 years of age.
3. A Sustaining Member of the Browning Volunteer Fire Department.
4. Elected by the Sustaining Members and Partial Sustaining Members.
5. Attend 50% of the board meetings.

Failure to be in compliance with any of the above will result in probation for no more than six months with the possibility of removal from the Board of Directors. The Chairman will be responsible for notifying any Board Member who is in non-compliance of any of the above requirements and will take further action as required. If the Chairman is in violation the Vice-Chairman will step in and take action as listed above.

The entire management and direction of the Browning Volunteer Fire Department shall be vested in the Board of Directors. The Board of Directors will consult with the Fire Chief on matters of general management and operation of the department and its equipment, and will have entire control over financial matters.

Board Members will be elected at the Annual Meeting of Sustaining and Partial Sustaining Members. A majority vote of Sustaining and Partial Sustaining Members present shall be required to elect a Board of Directors. A nominating committee will be composed of a Board Member, the Fire Chief and an Active Fire Fighter. The Chairman will select the Active Fire Fighter for this committee. The committee will submit the names of the individuals to fill the expired positions of the Board of Directors at the Annual Meeting of Sustaining and Partial Sustaining Members. The floor will be open for additional nominees. The Board Member shall serve a term of three years and may serve as many terms as elected.

In the event that a Board Member is unable to fulfill his duties or becomes ineligible to serve as a Board Member the Chairman of the Board shall appoint a Sustaining Member to serve until the next Annual Meeting. At the next Annual Meeting the Sustaining Members will elect a Sustaining Member to fulfill the remaining term.

Board Members shall have the privilege of engaging in the social and recreational activities of the department and are invited to attend Monthly Meetings and Drills. Board Members may engage in fire fighting activities only with the approval of the Fire Chief. A Board Member cannot hold the Fire Chief's position.

### **II. Board Officers**

The Board of Directors will select from their membership a Chairman and Vice-Chairman.

#### **A. Chairman**

The Chairman of the Board of Directors shall preside at all Board of Director Meetings and at the Annual Meeting of the Sustaining and Partial Sustaining Members. He will appoint any special committees deemed necessary by the Board of Directors. The Chairman of the Board of directors is the Chief Executive of the Browning Volunteer Fire Department. All items not under the specific or implied authority of any other department officer shall be referred to the Chairman for action. The Board of Directors at their next regular Board Meetings will approve all actions taken by the Chairman. The Chairman shall only vote in the event of a tie at any of the Board of Director Meetings. The Chairman will be elected at the first Board of Director Meeting after the Annual Meeting. The term of office shall be one year. In the absence of the Chairman, the Vice-Chairman shall preside over any Meetings of the Board of Directors.

#### **B. Vice-Chairman**

The members of the Board of Directors shall elect the Vice-Chairman. This election will be conducted at the first Board Meeting after the Annual Meeting.

The Vice-Chairman may call a special meeting when the situation warrants such action. He must call a special meeting upon written request of the Fire Chief or five Active Fire Fighters. The term of office shall be one year.

### **BOARD OF DIRECTORS STAFF**

#### **I. General**

The Browning Volunteer Fire Department will have a staff composed of a Secretary and a Treasurer. The Staff is responsible for reporting to the Board of Directors. Membership status of members of the staff shall be that of a Sustaining Member. Members of the Staff shall be:

1. At least 25 years of age.
2. A Sustaining Member of the Browning Volunteer Fire Department.
3. Appointed by the Board of Directors.
4. Attending 50% of the board meetings.

Failure to be in compliance with any of the above will result in probation for no more than six months with the possibility of removal from said position. The Chairman will be responsible for notifying the individual who is in non-compliance of any of the above requirements and will take further action as required.

#### **II. Secretary**

The Board of Directors shall appoint the Secretary. The Secretary shall keep the minutes of all Board Meetings. The term of office shall be one year.

#### **III. Treasurer**

The Board of Directors shall appoint the Treasurer. The Treasurer shall receive and disburse all monies from the Browning Volunteer Fire Department's fund upon approval of the Board of Directors; keep a record of all receipts and disbursements and report to the Board of Directors at the regular Board Meetings and Annual Meeting. The Treasurer shall perform all other duties usually pertaining to the office and shall deposit all Browning Volunteer Fire Department monies in Banks or Saving Institutions in the name of the Browning Volunteer Fire Department. The term of office shall be one year.

## **BROWNING VOLUNTEER FIRE DEPARTMENT**

### **I. General**

The Browning Volunteer Fire Department will maintain a force of Active Fire Fighters and Fire Officers sufficient to provide adequate response to fire, medical, and rescue emergencies within the Browning Fire District. This department will also respond to any call for help for any emergency of any Sustaining, Partial Sustaining, or Non-Sustaining Members as approved by the Fire Chief. Fire Fighters and Medical Responders will meet the minimum qualifications set forth. The membership status of Fire Fighters and Medical Responders in the Browning Volunteer Fire Department will consist of Active, In-Active, and Junior Fire Fighters. Fire Fighters and Medical Responders must be:

1. Residents of the Browning Fire District or individuals who live within one mile outside of the Browning Fire District, excluding those individuals already on the Department.
2. At least 16 years of age.
3. Must be approved by the Active Fire Fighters and Medical Responders.

Fire Fighters and Medical Responders must complete a written application and complete the departments' probation period. Every Fire Fighter must be a Sustaining Member of the Browning Volunteer Fire Department.

### **II. Active Fire Fighters**

Active Fire Fighters of the Browning Volunteer Fire Department are those individuals who actively engage in fire fighting, medical, and emergency operations of the department. Active Fire Fighting membership is open to anyone living within the Browning Fire District or one mile outside of the fire district. Active Fire Fighters are entitled to participate and vote in the Monthly Department Meetings. Active Fire Fighters membership status entitles the member to be issued protective clothing and to actively participate in the fire fighting and/or other emergency activities of the department. Active Fire Fighters must meet the following qualifications:

1. At least 18 years of age.
2. Have completed the departments' application for membership.
3. A Sustaining Member of the Browning Fire Department or Fire Department in which you are a resident of.
4. Be approved by the Active Fire Fighters and Medical Responders.
5. Have successfully completed the departments' 90 day probation period.

6. Attend 50% of scheduled department drills per year.
7. Attend 50% of Monthly Department Meetings per year.
8. Attend 50% of all other department activities per year.

To maintain Active Fire Fighting status a Fire Fighter has three years from the time the individual is approved as an Active Fire Fighter to become certified as a Fire Fighter by the State of Kentucky. Failure to be in compliance with any of the above will result in probation and classification as an In-Active Fire Fighter for no more than six months with the possibility of removal from the Browning Fire Department. The Chief will be responsible for notifying any Fire Fighter who is in non-compliance of any of the above requirement and will take further action as required. If the Chief is in violation the Chairman of the Board will step in and take action as listed above.

### **III. Active Medical Responders**

Active Medical Responders of the Browning Volunteer Fire Department are those individuals who actively engage in emergency operations of the department. Medical Responder membership is open to anyone living within the Browning Fire District or one mile outside of the fire district. Active Medical Responders are entitled to participate and vote in the Monthly Department Meetings. Active Medical Responder membership status entitles the member to be issued protective clothing and to actively participate in the emergency activities of the department. However, this doesn't allow Medical Responders to participate in fire fighting activities unless certified as a fire Fighter. Active Medical Responders must meet the following qualifications:

1. At least 18 years of age.
2. Have completed the departments' application for membership.
3. A Sustaining Member of the Browning Volunteer Fire Department or department in which you are a resident of.
4. Be approved by the Active Fire Fighters and Medical Responders.
5. Have Successfully completed the departments' 90 day probation period.
6. Attend 50% of the Monthly Department Meetings per year.
7. Attend 50% of all other department activities per year.
8. Must maintain current certification for either 1<sup>st</sup> Responder or EMT. A copy of the certification must be on file at the Browning Fire Department.

To maintain Active Medical Responder status a Medical Responder has one year from the time the individual is approved as an Active Medical Responder to become certified as a 1<sup>st</sup> Responder or EMT by the State of Kentucky. Failure to be in compliance with any of the above will result in probation and classification as an In-Active Medical Responder for no more than six months with the possibility of removal from the Browning Fire Department. The Chief will be responsible for notifying any Medical Responder who is in non-compliance of any of the above requirement and will take further action as required.

### **IV. In-Active Fire Fighters and/or Medical Responders**

In-Active Fire Fighters and/or Medical Responders have up to six months to become Active again. After the six months, the Fire Fighter and/or Medical Responder will be asked to resign and turn in all equipment and gear. Once a Fire Fighter and/or Medical Responder goes in-active, they will be required to turn in their radio but may keep their pager and make emergency runs. A Fire Fighter and/or Medical Responder voting rights will be suspended while In-Active. Once Active Status has been restored, the radio and voting rights will be given back. If a Fire Fighter and/or Medical Responder is asked to resign, they may rejoin the Browning Volunteer Fire Department by going through the application process again.

## **V. Junior Fire Fighters**

Membership for Junior Fire Fighters is open to youth in the Browning Fire District. Junior Fire Fighting membership is open to anyone living within the Browning Fire District or one mile outside of the fire district. Membership for Junior Fire Fighters is intended for educational purposes and is intended for education of the fire services. Junior Fire Fighters may participate in all activities of the Browning Volunteer Fire Department, except fire fighting. Junior Fire Fighters are not entitled to vote in Monthly Department Meetings. Junior Fire Fighters must meet the following qualifications:

1. Between 16 and 18 years of age.
2. Have completed the departments' application for membership.
3. Be approved by the Active Fire Fighters and Medical Responders.
4. Have a notarized letter of consent from parents or guardian.
5. Have successfully completed the departments' 90 day probation period.
6. Attend 50% of scheduled department drills per year.
7. Attend 50% of Monthly Department Meetings per year.
8. Attend 50% of all other department activities per year.

Failure to be in compliance with any of the above will result in termination as a Jr. Fire Fighter. To Maintain affiliation with the Browning Volunteer Fire Department, Junior Fire Fighters must maintain a grade average of "C" or above if in school and must furnish a copy of the quarterly report card to the Fire Chief.

Junior Fire Fighters will be excused from participation in all department activities continuing past 9:00pm on nights preceding school days. Upon reaching the age of 18, the Jr. Fire Fighter will be voted on by the Active Fire Fighters and Medical Responders in order to become a Active Fire Fighter.

## **VI. Honorary Fire Fighter**

Any person, who has been outstanding in service for the benefit and advancement of the Browning Volunteer Fire Department, may by action of the department become an Honorary Fire Fighter. An Active Fire Fighter may by motion recommend a person for Honorary Fire Fighter membership. This motion will be tabled and voted on at the next Monthly Department Meeting. A majority vote of all Active Members present and approval of the Board of Directors shall be necessary to award a person as an Honorary Fire Fighter.

Honorary Fire Fighter is an expression of appreciation and is not intended to entitle the recipient to participation, privileges, or rights in the Browning Volunteer Fire Department's operation.

## **VII. Line Officers**

Line officer ranks of the Browning Volunteer Fire Department shall be open to Active Fire Fighters only. The order of descending rank of Line Officers shall be: Fire Chief, Assistant Fire Chief(s), Captain(s), and Lieutenant(s). However, this is not to indicate that all duties, responsibilities, authority, and privileges designated to the Fire Chief and Assistant Fire Chief(s) in these By-Laws shall automatically fall upon the remaining officers in the absence of the Fire Chief or Assistant Fire Chief(s). The Board of Directors shall approve all Line Officers.



**A. Fire Chief**

The Fire Chief shall act as a Line Officer and administer the day-to-day operations of the department. The Fire Chief will be elected by a majority vote of the Active members of the Browning Volunteer Fire Department, who are present at the December Monthly Department Meeting in alternating years. The term of office shall be for two years and his/her term of office will start at the January Monthly Department Meeting. The requirements for the Fire Chief are:

1. Must have a minimum of five years experience with an organized fire department, two of those years as a Fire Fighter of the Browning Volunteer Fire Department and must reside within the Browning Volunteer Fire Department's fire district.
2. Must be 25 years of age or older.
3. Fire Fighter does not have to reside in the Browning Volunteer Fire Department's fire district, provided that he/she has been on the Browning Volunteer Fire Department for at least ten years.
4. Must maintain Active Fire Fighting status during his/her term of office.

The Fire Chief shall have the authority to appoint and recall the following Line Officers and Staff Officers: Assistant Fire Chief(s), Captain(s), Lieutenant(s), Chaplain, Fire Prevention Officer, Engineer(s), Training Officer(s), and Department Secretary. The Board of Directors must approve appointments and recall of the Line Officers.

It shall be the duty of the Fire Chief to establish the Browning Volunteer Fire Department's rules and regulations of fire suppression, and administration and enforce the same. He/She shall have the authority and responsibility to assign duties to subordinate officers, Fire Fighters, and Medical Responders to insure efficient operations of the Browning Volunteer Fire Department.

The Fire Chief shall have full command of the Fire Fighters, Medical Responders, equipment, and properties of the Browning Volunteer Fire Department subject to the provisions of the Constitution and By-Laws. The Board of Directors shall approve the Fire Chief.

**B. Assistant Fire Chief(s)**

The Assistant Fire Chief(s) shall be appointed by the Fire Chief and approved by the Board of Directors. The Assistant Fire Chief shall meet the following requirements:

1. Must have a minimum of four years experience with an organized fire department, two of those years as a Fire Fighter of the Browning Volunteer Fire Department.
2. Must be at least 22 years of age or older.
3. Must maintain Active Fire Fighting status during his/her term of office.

The Assistant Fire Chief(s) shall act as assistant(s) to the Fire Chief, having such authority and duties as designated by the Fire Chief, act as a Line Officer, and shall assume the duties of the Fire Chief at such times determined by the Fire Chief or Board of Directors.

**C. Captain(s)**

Captain(s) shall be appointed by the Fire Chief and be approved by the Board of Directors. Captain(s) must meet the following requirements:

1. Must have a minimum of three years experience with an organized fire department, two of those years as a Fire Fighter of the Browning Volunteer Fire Department.
2. Must maintain Active Fire Fighting status during his/her term of office.

The Captain(s) shall have such authority and duties as designated by the Fire Chief and act as a Line Officer.

**D. Lieutenant(s)**

Lieutenant(s) shall be appointed by the Fire Chief and be approved by the Board of Directors. Lieutenant(s) must meet the following requirements:

1. Must have a minimum of three years experience with an organized fire department, two of those years as a Fire Fighter of the Browning Volunteer Fire Department.
2. Maintain Active Fire Fighting status during his/her term of office.

The Lieutenant(s) shall have such authority and duties as designated by the Fire Chief and act as a Line Officer.

**VIII. Staff Officers**

The Fire Chief may appoint individuals to serve as Staff Officers to perform specialized duties for the Browning Volunteer Fire Department. The Fire Chief may appoint individuals he/she feels are qualified, who express an interest in performing such duties, and who are Active or Junior Fire Fighters of the Browning Volunteer Fire Department.

Staff Officer positions are: Chaplain, Fire Prevention Officer, Engineer(s), Training Officer(s), and Department Secretary.

**A. Chaplain**

The Fire Chief shall appoint a Chaplain if a Chaplain is available in the district. The Chaplain shall be a duly ordained clergyman, and when in attendance shall give the invocation and benediction at meetings and other Browning Volunteer Fire Department gatherings. He should be available for personal consultation with Fire Fighters and Medical Responders should the occasion for such a request arise.

An Exception to the above qualifications for the Chaplain is that he is not required to be an Active Fire Fighter or Medical Responder. The term of office shall coincide with the office of the Fire Chief.

**B. Fire Prevention Officer**

The Fire Prevention Officer may be appointed and delegated the responsibility of establishing and maintaining a fire prevention program. Such a program should include inspections, public relations,

educational activities, and other such activities that would benefit the Browning Volunteer Fire Department and the public in the area of fire prevention and protection. The Fire Prevention Officer shall have access to the Departments Incident Reporting Records. The Fire Prevention Officer shall work with and under the direct supervision of the Fire Chief or a designated Line Officer, and have such authority as designated by the Fire Chief. The term of office shall coincide with the office of the Fire Chief.

**C. Engineer(s)**

The Engineer(s) may be appointed and delegated the responsibility for the maintenance and repair of all vehicles and fire fighting equipment of the Browning Volunteer Fire Department. The Engineer is also responsible for the vehicle maintenance records. The Engineer shall work with and directly under the supervision of the Fire Chief or a designated Line Officer, and have such authority as designated by the Fire Chief. The term of office shall coincide with the office of the Fire Chief.

**D. Training Officer(s)**

The Training Officer(s) may be appointed and delegated the responsibility for developing, scheduling, and conducting the Browning Volunteer Fire Department's monthly drills, special drills, driver and pump operator training, and other training activities. The Training Officer is also responsible for maintaining the training records and submitting those records to the State of Kentucky. The Training Officer shall work with and directly under the supervision of the Fire Chief or a designated Line Officer, and shall have such authority as designated by the Fire Chief.

**E. Department Secretary**

The Department Secretary may be appointed and delegated the responsibility for recording the Browning Volunteer Fire Department's minutes at the Monthly Departmental Meetings. The Department Secretary is responsible for record keeping as designated by the Fire Chief. The term of office shall coincide with the office of Fire Chief.

**IX. Application For Fire Fighters and/or Medical Responders**

Application for Active or Junior Fire Fighters and/or Medical Responders must be made in writing on the Browning Volunteer Fire Department's form provided. Completed applications will be submitted to the Membership Committee. The Membership Committee will consist of three members: the Fire Chief and two other Active Members appointed by the Fire Chief.

Applications from individuals between the ages of 16 and 18 shall have a notarized statement attached from the parents or legal guardian granting their consent for the applicant to engage in the activities of the Browning Volunteer Fire Department.

The Membership Committee or its representative, upon acceptance of the application, will meet with the applicant and officially establish the effective date of probation. During probation, the Membership Committee will investigate the character and qualifications of the applicant and report such findings to the Active Members

upon completion of the probation period. The probation period shall consist of 90-Days following the date established by the Membership Committee. All applicants must serve the full probation period prior to assuming Active or Junior Fire Fighter and/or Medical Responder status. At the discretion of the Membership Committee the 90-Day probation period can be waived for those applicants who are transferring from another fire department.

The applicant shall not be permitted to ride the Browning Volunteer Fire Department's apparatus on emergency calls or be issued protective clothing until granted permission by the Fire Chief. During the probation period, the applicant must attend 50% of the Monthly Departmental Meetings.

At the expiration of the 90-Day probation period, the Membership Committee on department rules, regulations, and operations may orally question the applicant. The Membership Committee will then report the results of the test and their investigation of the applicant, and recommend acceptance or rejection to the Active Members at the next Monthly Departmental Meeting. The Active Members shall vote on the applicant. It shall take a majority vote of the Active Members present to accept the applicant into the Browning Volunteer Fire Department.

#### **X. Exceptions**

The Monthly Departmental Meetings and Drills attendance requirement for an Active Members, Junior Fire Fighter, or Applicant may be waived if the following procedure is followed:

1. Requested in writing by the Fire Fighter, Medical Responder, or Applicant.
2. If recommended by the Membership Committee. (For Applicant Only)
3. Approved by a majority vote of the Active Members in the Monthly Departmental Meeting.

Any exceptions to the By-Laws set forth for the Browning Volunteer Fire Department must be recommended by the Active Members and be approved by the Board of Directors.

### **Meetings, Training Classes, and Other Functions**

#### **I. Annual Meeting**

The Browning Volunteer Fire Department shall hold an Annual Meeting of Sustaining and Partial Sustaining Members at the Browning Fire Station at 5:00pm before the start of the Annual Fair. An announcement will be sent to all Sustaining and Partial Sustaining Members. The Agenda for the Annual Meeting will be as follows:

1. Call to order and welcome by the Chairman.
2. Invocation by the Chaplain.
3. Reading of last year's minutes by the Secretary.
4. Reports from the Treasurer.
  - a. Financial statement of the closing year.
  - b. A proposed budget for the upcoming year.
5. Reports from the Fire Chief.
6. Reports from the Chairman.

- a. Old business.
- b. New business.
  - Nomination and election of the expired Board of Directors.

7. Motion for adjournment.

## **II. Board of Directors Meeting**

The Board of Directors shall hold a meeting at the station every other month at 7:00pm with the day to be set by the Chairman of the Board and the Fire Chief. At the Board of Directors Meeting the Board of Directors will act on resolutions, appropriations, recommendations made by the Active Members at their Monthly Departmental Meetings, and to conduct other business that may be required for the orderly functioning of the Browning Volunteer Fire Department. The Agenda shall be as follows:

1. Call to order.
2. Minutes of the last meeting.
3. Treasurer's report.
4. Old business.
5. New business.
6. Reports from the Fire Chief.
7. Motion for adjournment.

## **III. Monthly Departmental Meetings**

The Active Members shall conduct a Monthly Departmental Meeting on the 1<sup>st</sup> Monday of each month starting at 7:00pm. Business at the Monthly Departmental Meetings will concern the day-to-day operations of the Browning Volunteer Fire Department. The agenda shall be as follows:

1. Call to order.
2. Minutes of the last meeting.
3. Treasurer's report.
4. Old business.
5. New business.
6. Reports from the Fire Chief.
7. Report on training.
8. Fire critics.
9. Motion for adjournment.

## **IV. Training Classes**

The Browning Volunteer Fire Department will conduct at least one three hour training session monthly on fire fighting and emergency methods, operations, and techniques. Dates and times of the training sessions will be posted in the station at the Monthly Departmental Meetings.

Each Fire Fighter is required to maintain an individual fire training record and submit the records to the Training Officer quarterly.

**V. Other Functions**

The Browning Volunteer Fire Department will sponsor other functions throughout the year. These functions consist of Public Relations, Fire Prevention activities, and Fund Raisers for the Browning Volunteer Fire Department. The date and times will be set at the Monthly Departmental Meetings.

**Conclusion**

The Browning Volunteer Fire Department's Board of Directors must approve any Changes or exceptions to these By-Laws. All changes and amendments must be documented and attached to the By-Laws.

NO PERSON SHALL BE DISCRIMINATED AGAINST AS TO ANY TYPE OF MEMBERSHIP AS SET FORTH HEREIN BASED UPON RACE, COLOR, CREED, SEX, OR RELIGION.