

SIERRA - PACIFIC PYGMY GOAT ASSOCIATION

CODE OF CONDUCT

With being a member of Sierra-Pacific Pygmy Goat Association or non-member involved in any Association event, comes rights and responsibilities to yourself, your peers, and the club in general.

MEMBERS HAVE A RIGHT TO :

- . Be treated fairly, equally and with respect by the Association, its Executive Board, and its members.
- . Learn and socialize in an environment free from all forms of harassment and discrimination.

MEMBERS HAVE A RESPONSIBILITY TO:

- . Refrain from hostile, negative, disruptive, and destructive behavior that affects the Association or its membership.
- . Treat other Association members fairly, equally and with respect.
- . Behave responsibly.
- . Not be under the influence of alcohol or illegal drugs during show time.
- . Not use offensive language or suggestions. (Swearing, gestures etc.)
- . Maintain the harmony and good name of our club and its members, within the Association and outside in the community.
- . Abide by and uphold our By-laws and Code of Conduct.

BREACH OF THE ASSOCIATION CODE OF CONDUCT:

- . Conflict brought about by any breach of the Associations' "Code of Conduct" by any Association member or non-member attending an Association event, will be investigated and resolved by the Executive Board.
- . Any finding or punishment for breach of conduct will be enforced for the period of (1) one year by probation.
- . A second breach of the Associations' "Code of Conduct" while on probation, will result in permanent dismissal and revocation of Association membership and attendance at any future event sponsored by the Association.
- . After a member or non-member has completed a (1) one-year probation period without any further disciplinary action, that person will be fully reinstated.

GRIEVANCE:

- . Any grievance must be brought to the attention of the Executive Board in a timely manner within (10) ten days.
- . Grievance must be in writing, with proof when possible (not hearsay). Written statements by accuser and witnesses will be considered.
- . If a grievance is against an Association officer, that officer must be released from the Executive Board due to a conflict of interest and another Association member may be appointed in his/her place.

- . The accuser will have the burden of proof to the Executive Board.**
- . The accused will have the right to defend him/her self to the Executive Board.**
- . A meeting will be arranged within (30) thirty days of receiving written grievance between individuals involved, in hopes of coming to a speedy conclusion of grievance, as long as both parties are willing.**

Sierra-Pacific Pygmy Goat Association is a social, non-profit organization based on showing, education, and demonstration of Pygmy Goats. We urge all members to develop and maintain their knowledge and showing skills of Pygmy Goats by regularly attending shows, club meetings, events, and involving themselves in educational and learning opportunities sponsored by the Association.

Let it be understood, that I, for myself and my family members, agree that my entry and/or attendance in any Sierra-Pacific Pygmy Goat Association event, is mine and my family members' willingness to abide by and be governed by the Association's Code of Conduct, its By-laws and event rules.

Approved and Adopted by Sierra-Pacific Pygmy Goat Association this 5th Day of January, 2019