

Tidewater Beekeepers Association

Revision Date : 03/15/2024

Policy for Conduct and Behavior

Introduction:

The Tidewater Beekeepers Association (referred to herein as "the Association") is committed to fostering a safe and inclusive environment for all individuals associated with our organization, including volunteers, staff, and stakeholders. This Policy for Conduct and Behavior outlines our expectations regarding behavior and conduct, as well as the disciplinary measures in place for violations of these expectations.

Respect for Others:

All Members and Volunteers are expected to treat one another with respect and dignity, regardless of age, gender, race, religion, sexual orientation, or any other characteristic.

Professionalism:

Members and Volunteers must maintain professionalism at all times while representing the Association, including adherence to the organization's code of conduct and dress code, where applicable.

Confidentiality:

All Members and Volunteers are required to uphold the confidentiality of sensitive information acquired during their involvement with the Association and are prohibited from disclosing it to individuals outside of the organization.

Prohibition of Discrimination and Harassment:

Discrimination or harassment of any kind, whether based on age, gender, race, religion, sexual orientation, or any other characteristic, is strictly prohibited within the Association.

Rules of Behavior:

In alignment with the above principles, all individuals associated with the Association, including members, volunteers, and guests, are expected to demonstrate maturity, responsibility, and respect towards others at all times. Inappropriate behaviors within Association facilities, events, and programs include but are not limited to:

- Possession or consumption of alcohol or illegal substances on Association property or during outreach events.
- Carrying or concealing weapons.
- Harassment, intimidation, or menacing behavior.
- Physical aggression or threatening gestures towards others.
- Verbal abuse, including swearing, name-calling, or shouting.
- Engaging in sexually explicit conversations or behavior.
- Wearing attire that is inappropriate or overly revealing.
- Theft or actions resulting in property damage or loss.

Disciplinary Action:

Violation of this policy may result in disciplinary action, as outlined below:

Level 1: Suspension

- An investigation will be conducted to assess the validity of the complaint.
- If the violation is confirmed, the member or volunteer will be suspended for a determined period.
- During suspension, the individual is prohibited from participating in Association activities/events.
- A meeting will be scheduled to address the issue and devise a plan for improvement.

Level 2: Extended Suspension

- If the behavior persists post-suspension, an extended suspension may be imposed.
- The individual remains prohibited from participating in Association activities/events during this period.
- Additional meetings will be held to address behavior and create a resolution plan.

Level 3: Removal

- If the behavior continues despite the extended suspension, the individual may be removed from their position and/or banned from future involvement with the Association.
- The decision and reasons for removal will be communicated to the individual in writing.
- The individual has the option to appeal the decision within a specified timeframe.

Background Checks:

The Association reserves the right to conduct background checks on members or volunteers under certain circumstances:

- Background checks may be conducted if a crime or serious accusation is brought to our attention.
- Background checks are mandatory for members applying to volunteer at educational outreach events where children may be present.
- Additionally, the Association reserves the right to deny access or membership to individuals who have been accused or convicted of violent or sexual abuse-related crimes, and/or are registered sex offenders.

Conclusion:

The Association takes the conduct and behavior of its members and volunteers seriously and expects compliance with this policy. It is our belief that adherence to

these guidelines, along with the outlined disciplinary measures, will contribute to maintaining a safe and inclusive environment for all individuals associated with the Tidewater Beekeepers Association.

Note: This policy is subject to periodic review and may be updated as necessary to ensure its effectiveness and relevance.