

Presented to SARC Board Meeting on July 11, 2018,
August 1, 2018, discussion of proposed changes
August 2, 2018 revised per Board Meeting

UPDATES to the “Code of Conduct” and addition of “Article IX” to the SARC By-Laws was necessary to allow the Board of Directors to properly and fairly process any complaints or grievances brought forth for the protection of SARC.

By Law and COC Committee:

Leo Ribordy N9NBH, SARC Board Director,
Peter Maziuk N9POL, SARC Board Director,
Dirk Smith WOR1, SARC Board Director

Additions to By-Laws, new sections:

Article X: New Membership

*** D.Smith 7-12-18: The general membership to vote in new members at the next general meeting, with a simple majority YEAH-NAY vote. SARC Reserves the right to deny membership applications.**

**Article IX: By-Law, Code of Conduct supersede any version/edition of
the
Roberts Rule of Order**

CODE OF CONDUCT

All SARC Members shall during all Club functions using all club communications methods incl. electronic / digital forms such as repeaters and email reflectors will be CONSIDERATE. Never knowingly operate in such a manner to lessen the pleasure of others and conform to FCC Part 97.

LOYAL:

Offer loyalty, encouragement and support to other amateurs, local clubs, the IARU Radio Society in their Country, through which Amateur Radio is represented nationally and internationally.

PROGRESSIVE:

Members keep station up to date. It is well build and efficient. Member's operation practice is above reproach.

FRIENDLY:

Members operate slowly and patiently when requested, offer friendly advice and counsel to beginners, offer kind assistance, cooperation and consideration for the interests of others. These are the marks of the amateur spirit.

BALANCED:

Radio is a hobby, never interfering with duties owed to family, job. School or community.

RESPECT AND INTEGRITY:

Members are responsible for respecting the integrity and dignity of EVERYONE. Members are committed to making the club a more inclusive organization based on mutual respect and appreciation for the diversity of the social network.

COURTEOUS:

Members will respect the subject matter or the persons(s) position being discussed either in verbal or in written form, without prejudging any position or content.

COMMUNICATION:

Members communication must be in a professional and factual manner without prejudice.

ABSTAIN:

Political and/or Religious statements shall be abstained from being mentioned during any SARC club function, event or meeting.

CLUB REPRESENTATION:

No Member shall act in an official capacity on behalf of SARC, UNLESS having prior approval by either **two (2) Board of Directors or one (1) Board of Director and two (2) Officers.**

REPRESENTATION:

A member's character and actions are a reflection of the Club's reputation. A Member shall not conduct themselves in a manner that adversely affects the reputation of the Club or within the community.

Article IX: By-Law

MEMBER CONDUCT COMPLAINTS AND GRIEVANCES PROCEDURE:

A SARC Member or Associate Member shall at all times, especially during all type of club functions, on the AIR, any other communication methods either Electronics, Digital, Repeater, Social Media forums or reflectors be courteous.

Any complaints and grievances are to be submitted in writing to the SARC Board Chairperson or acting Chairperson and be recorded in the next SARC Board Meeting. The person(s) having a complaint or grievance reported against them, will have the opportunity to state their position in person and/or may be called in front of the SARC Board. If they are Officers or Board Members they are to be excused from the discussions or decision making process.

The Recording Process:

- Complaint or Grievance submitted in writing to current or acting SARC Board Chairperson.
- SARC Club Chairperson to reserve time at next Board Meeting for discussion.
- Board Chairperson to read all written Complaints or Grievances
- Board Chairperson may appoint appropriate committee members to investigate Grievance or ask for a simple solution during Board Meeting.
- If applicable, Board Chairperson may ask Board Members for immediate warning, censure, etc.
- Board Chairperson to communicate final results/findings to Board Members at the next Board Meeting.
- Board Chairperson will write the response for the final results/findings that will be published in the respective Board Meeting minutes.
- VOTING: **Super Majority of Board and Officers (7 of 9). If super majority is NOT achieved, members in good standing will be asked at the next general meeting to vote on the motion, a simple majority is needed.**

DISCIPLINARY ACTION:

It will be the responsibility of the SARC Board of Directors to find a resolution and provide a statement of its position on any grievances or complaint(s). All disciplinary action will be given in written form either via email or through the Postal Service. A thirty day grace period is in order from the date a warning has been issued to correct the action(s) in question.

MEMBERS HAVE A RIGHT TO:

- Be treated fairly, equally and with respect by the Club, its Board of Directors, Officers and Members in good standing.
- Socialize in an environment free from all forms of harassment and discrimination.
- Privacy and confidentiality.
- Be informed and actively involved in all Club events.
- Voice their opinions, requirements and suggestions to the Board of Directors/Officers.

MEMBERS MUST:

- Treat others with respect and courtesy
- Behave legally, responsibly and conduct themselves in a manner which will not harm the reputation of the Club.
- Only publicize material that is tasteful and upholds the integrity and dignity of the Club, determined by a vote of the Board of Directors.
- Not harass others in any form, (verbal or written)
- Report any inappropriate behavior of any Member to the Board of Directors. SARC-ALL Reflector, social media or other communication modes is not the appropriate means of communication.
- Abide by and uphold the By-Laws and Code of Conduct of SARC.
- Pay any fees in relation to an event, or offering which that Member has committed to. Regardless of whether the Member attends the function or not.
- Notify Club **President and Treasurer** of any changes to emergency contact information, call sign, address or other information.

BREACHES OF CODE OF CONDUCT or Article IX of By-Laws....

Will be investigated, discussed and an appropriate course of action will be taken by the Board of Directors or as assigned by Board Chairperson, which may include a warning, suspension, up to revocation of Membership.

Definitions: **Member in good standing** = Current on dues - with voting rights, active participant, no active or pending disciplinary actions.