

CODE OF CONDUCT

With being a member of Rocky Mountain Pygmy Goat Club or non-member involved in any club 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 club, its committee 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 club or its membership.
- . Treat other club 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 ect.)
- . Maintain the harmony and good name of our club and its members, within the club and outside in the community.
- . Abide by and uphold our By-laws and Code of Conduct.

BREACH OF THE CLUB CODE OF CONDUCT:

- . Conflict brought about by any breach of the club "Code of Conduct" by any club member or non-member attending a club event, will be investigated and resolved by the COC committee/club officers.
- . Any finding or punishment for breach of conduct will be enforced for the period of one (1) year by probation.
- . A second breach of the club "Code of Conduct" while on probation, will result in permanent dismissal and revocation of club membership and attendance to any future event sponsored by the club.
- . After a member or non-member has completed a one (1) 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 COC committee/club officers in a timely manner (within 30 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 a club officer, that officer must be released from the COC committee due to a conflict of interest and another club member may be appointed in his/her place.
- . The accuser will have the burden of proof to the committee.
- . The accused will have the right to defend him/her self to the committee.
- . A meeting will be arranged between individuals involved in hopes of coming to a speedy conclusion of grievance, as long as both parties are willing.

Rocky Mountain Pygmy Goat Club 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 club.

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