

Standards of Personal Conduct

1. Affirmative Standards of Conduct
 - a) Chapter members have an obligation to meet the following affirmative standards of conduct, and to hold other members accountable to them:
 - 1) Communicate and work together with common courtesy and collegial respect; disagree without being disagreeable.
 - 2) Create a welcoming environment for new members; avoid cliquishness and language or behavior that offends others.
 - 3) Always represent the Chapter and its mission in a positive and professional manner; keep disagreements within the Chapter.
 - 4) Foster an open democratic decision-making process; respect decisions once they are made.
 - 5) Within the Chapter praise publically, criticize privately and tactfully.
 - 6) Respect the policies and procedures that have been established by and for members engaged in specific Club activities; when in doubt, ask.
 - 7) Refrain from engaging in any activity which would bring discredit upon the Chapter.
2. Serious Misconduct
 - a) The following actions constitute serious misconduct:
 - 1) Physical or sexual assault or violent threats towards others.
 - 2) Embezzling or misdirecting Chapter funds, member lists, or other assets for any unauthorized activities.
 - 3) Use of racial slurs or other derogatory language regarding gender, ethnic or national origin, religion, age, sexual orientation, or disability.
 - 4) Fraud, libel, defamation, or illegal activity of any kind in the conduct of Chapter business.
3. Dealing with Disruptive Personal Behavior
 - a) The Board has an obligation to deal quickly and decisively with violations of the affirmative standards of conduct or actions constituting serious misconduct. All disputes over personal behavior that may violate the affirmative standards of conduct or may constitute serious misconduct should be resolved informally whenever possible. Disputes over personal behavior may warrant removal, suspension, or barring the member from leadership positions or participation in certain activities.
 - b) Immediate Suspension
 - 1) The Board has authority to immediately suspend a member from leadership positions or from participation in specific Chapter activities for serious misconduct. Any Chapter member who believes that a member has engaged in serious misconduct may make a written request to the Board to address the issue.
 - 2) Any action to immediately suspend a member for serious misconduct must be based on a fair assessment of the circumstances. A fair assessment may include, but is not limited to, reviewing documentation, reports, and/or direct communication with the person(s) involved.

c) Removal of Chapter members

- 1) Any member whose conduct may adversely reflect on the integrity of the Chapter may be denied membership and forfeiture of membership dues.
- 2) Reasons for removal of a member may include, but are not limited to, the following:
 - A) Consistent behavior contrary to the mission statement of Back Country Horsemen of Washington, or contrary to the Chapter's affirmative standards of conduct,
 - B) Actions or behaviors which foster negativity among Chapter members or negatively affect the good will of the Chapter,
 - C) Any actions or behavior which constitutes serious misconduct.
- 3) If the Board determines that removal of a member would be in the best interests of the Chapter, it must provide a written notice to the member at least 20 days prior to the next Board meeting. The notice to the member must state the reason for the proposed removal and inform the member of their right to present address the Board.
- 4) The proposed removal of the member will be discussed at the first Board meeting following the member's notification and will be voted upon the Board members by secret ballot at the next Board meeting. Passage requires a simple majority.