



## Lake Grapevine Runners and Walkers Member Code of Conduct

The Lake Grapevine Runners and Walkers Member Code of Conduct outlines standards and expectations for the behavior of all people participating in the RAW's organized club runs, events, business, or social functions. In addition, the RAW Member Code of Conduct outlines what members should do if they feel that another member is violating this policy. Please note that the Board of Directors shall not mediate interpersonal conflicts that do not directly violate the Code of Conduct.

**The enjoyment, health, safety and well-being of our members is our top priority.** RAW stands in solidarity and ardent support of everyone's right to run safely. RAW stands firmly against all forms of racism, bigotry, sexism and violence. We gather as equals through our passion for running and walking, and RAW is committed to being a safe community where all people can interact and feel welcome.

All members act as ambassadors of RAW to the community at large when representing RAW in events by affirmative representation in words or actions including the displaying an affiliation with RAW (such as wearing shirts, sweatshirts or hats). Members shall keep in mind that their behavior can impact the club's overall reputation.

Members shall conduct themselves in a manner that will ensure a comfortable, friendly, and welcoming club environment at all times — in person and through any communication medium. This includes but is not limited to:

- Showing respect for your fellow club members, guests and visitors.
- Showing respect and appreciation for the volunteers who give their time to help the club and/or event(s).
- Showing respect when communicating with fellow members and the public—verbally or digitally (through social media platforms like Instagram, Facebook, and Twitter, the club website, and apps such as Strava, etc.). Moderators reserve the right to delete abusive, offensive, or derogatory postings and exclude the author from future postings.
- Showing respect for members of the community.
- Refraining from acting in a manner that disrupts or impedes RAW group runs/walks, events (races, socials, etc.) or damages club property.
- Abiding by race rules and engage in fair competition, which includes anti-doping compliance, no course cutting, or other means of gaining a competitive advantage that is considered cheating when participating in club races or other races where you may represent the club.
- Reporting violations of the Member Code of Conduct policy to the Board in writing.



Under the Internal Revenue Code, all section 501(c)(3) organizations are absolutely prohibited from directly or indirectly participating in, or intervening in, any political campaign on behalf of (or in opposition to) any candidate for elective public office. Contributions to political campaign funds or public statements of position (verbal or written) made on behalf of the organization in favor of or in opposition to any candidate for public office clearly violate the prohibition against political campaign activity.

- Thus, all political activities must be conducted outside of the LGRAW social media outlets.
- Also you must not wear gear with our logo when promoting any political or personal views or beliefs or indicate or suggest that you speak for or on behalf of the club.

#### **Violations:**

Any violation of the RAW Member Code of Conduct policy must be presented to the Board of Directors in writing. Failure to follow the Code of Conduct may lead to a member's expulsion from RAW. Violations include, but may not be limited, to:

- Using abusive, offensive, or vulgar language (including racial, ethnic, gender-related slurs and derogatory comments) at club events or towards any member at any time.
- Yelling, taunting, bullying, or any kind of aggressive behavior toward, or threatening physical violence upon, another member of the club, a volunteer or spectator at any time or through any medium. This includes, but is not limited to, personal conversations, e-mail messages, text messages and other means of communication. Please note that if a member feels physically threatened, is concerned about his/her safety or the safety of another club member at any time, member(s) should contact the police directly. *(Members with a criminal history of violence or with a legal restraining order against them by another member may be barred from membership and participation in all club activities).*
- Making unwanted sexual or physical contact with other members *(Members found to be listed on a sex offender registry, convicted of a sex crime, or caught having, creating, or distributing child pornography will be immediately barred from membership and all participation in club activities.)*

#### **Review Process for Violations:**

If the RAW Board of Directors receives a complaint that a member is accused of violating the RAW Member Code of Conduct, the following will occur:

- A representative from the Board of Directors will acknowledge receipt of the complaint promptly to the reporting individual.
- The complaint will be reviewed by the RAW President, who shall investigate the circumstances of the complaint expeditiously.



- If the complaint is against the president, the Vice President shall conduct the investigation.
- At the discretion of the President, the findings or a summary of the complaint may be presented to the full Board of Directors to determine whether further action is necessary. The Board, in its discretion, may fashion a remedy depending on the severity of the Code of Conduct violation.

If the President or the Board decide that further action is necessary, sanctions include but are not limited to:

- A verbal warning.
- A written warning.
- Suspension of RAW membership from all club activities. (Note that if any comments are made or emailed, texted, etc. to any member during the suspension period that can be grounds for termination of membership.)
- Cancellation of RAW membership.
- Referring the matter to proper law enforcement.

In addition to these sanctions, membership may also be terminated by a majority vote of the club officers in reaction to any violation of the RAW Member Code of Conduct. There will be no refund of membership dues in the case of suspension or termination of membership.

The Board of Directors reserves the right to change/amend/delete/modify this policy in whole or in part at any time.