

# PRINCIPLES OF CONDUCT

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*Last Revised: 02/25/2015*

Given its mission, the Utah Dressage Society has adopted a set of principles to guide the membership in their conduct while involved with the UDS. The principles represent the types of behavior the UDS expects will be shown towards members, peers and the public. They do not embody the totality of UDS ethical standards, nor do the principles answer every ethical question or conduct issue that might arise. Rather, they are one element of a broader effort to create and maintain a quality organization that gives ethical conduct the highest priority. It is requested that all members of the UDS conduct themselves in accordance with these principles and in the best interest of the Utah Dressage Society. These principles will be reviewed periodically.

## **Compliance, Monitoring and Reporting**

Through the various means of communication UDS has available, e.g. The Newsletter, Facebook, website, and UDS Policies and Procedures, The UDS Board of Directors will impart the meaning and spirit of these Principles to all members.

Board members, committee members and the membership shall:

1. Make an effort to understand, respect and support our members and to contribute to an organizational culture that respects the diverse, individual contributions of the membership.
2. Respect the confidentiality of sensitive information about the UDS and its members.
3. Comply with codes of conduct governing USDF and USEF as well.
4. Recognize that the following behaviors will not be tolerated: Verbal, physical, sexual or visual harassment of another participant, member or volunteer; actual or threatened violence toward any individual or group; conduct endangering the life or safety of others.
5. Recognize that even the appearance of misconduct or impropriety can be very damaging to the reputation of the UDS and act accordingly.

## **Violations of the adopted Principles of Conduct**

1. Any alleged violation can be brought to the attention of the UDS Board by any individual affected by said alleged violation.
2. The alleged violation shall be submitted in writing to any Board member. The Board will not accept anonymous accusations.
3. Upon review of submitted materials, the UDS Board of Directors will decide if the violation has merit.
4. If the alleged violation is deemed to have merit, the Board will:
  - a. request written submission of accounts of the alleged violation by any affected or interested party and;
  - b. notify the accused and give that person a reasonable opportunity to respond in writing to the accusation
5. The Board will then ask the affected party and the alleged accuser:
  - a. if a private meeting with at least one Board member present would be possible. If the meeting is agreeable to all parties, every effort will be made to resolve the conflict without any further action.
  - b. if the aforementioned is not possible and, at the Board's discretion, the issue may be discussed at the next monthly Board meeting or at a special Board meeting. If the alleged violation will be discussed at a meeting, all interested parties will be notified and invited to attend.
6. The UDS Secretary will keep a written account of all dealings regarding the above.

## **Consequences**

UDS members may be warned, censored, denied privileges, fined or have their membership revoked without return of membership dues as determined by the Board of Directors. This will be decided by a majority vote of a quorum of the Board of Directors. If a Board member is directly involved in the incident, he/she shall abstain from participating in the vote.