



SAN JOAQUIN PYGMY GOAT ASSOCIATION **CODE OF CONDUCT**

In being a member of San Joaquin Pygmy Goat Association or as a non-member involved in any association event, comes rights and responsibilities to yourself, your peers, the community, the National Pygmy Goat Association and the San Joaquin Pygmy Goat Association club and all animals.

MEMBERS HAVE A RIGHT TO:

- Be treated fairly, equally and with respect by the Association, its Executive Board, 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 association or its membership.
- Treat other Association members fairly, equally and with respect.
- Behave responsibly.
- Not be under the influence of alcohol or illegal drugs during show time or at SJPGA events.
- Not use offensive language or suggestions. (swearing, gestures etc.)
- Maintain the unity and virtuous name of our club and its members, within the Association and in the community.
- Abide by and uphold our By-laws and Code of Conduct.
- Abuse or bullying towards a member, community member or animal will not be tolerated and will be grounds for immediate dismissal from event and probation and/or removal of membership if grievance is filed.
- Review and agree to, the Code of Ethics, as posted by the National Pygmy Goat Association (NPGA) prior to entering SJPGA Pygmy Goat Club show.

BREACH OF THE ASSOCIATION CODE OF CONDUCT:

- Conflict brought about by any breach of the Associations' "Code of Conduct" by any Association member or non-member attending an Association event, will be investigated and resolved by the Executive Board.

Any finding or punishment for infringement of conduct will be enforced by a probation period placed on member of one full calendar year.

- A second breach of the Associations' "Code of Conduct" while on probation, will result in permanent dismissal and revocation of Association membership and attendance will not be permitted at any future event sponsored by the Association.
- After a member or non-member has completed a (1) one-year probation period without any further disciplinary action, that person will be fully reinstated pending membership dues are up to date.

FILING A GRIEVANCE:

- Any grievance must be brought to the attention of the Executive Board in a timely manner within (10) ten days.
- Grievance must be in writing, with proof when possible (not verbal hearsay). Written statements by accuser and witnesses will be considered.
- If a grievance is against an Association officer, that officer must be released from the Executive Board due to a conflict of interest and another Association member may be appointed in his/her place. For the duration of the investigation and dependent on findings.
- The accuser will have the burden of proof to the Executive Board.
- The accused will have the right to defend him/herself to the Executive Board.
- A meeting will be arranged within (30) thirty days of receiving written grievance between individuals involved, in hopes of coming to a speedy conclusion of grievance, if both parties are willing.
- San Joaquin Pygmy Goat Association 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 Association.
- Let it be understood, that I, for myself and my family members, agree that my entry and/or attendance in any San Joaquin Pygmy Goat Association event, is mine and my family members' willingness to abide by and be governed by the Association's Code of Conduct, its By-laws, event and showground rules.

