



# United States Mondioring Association

A Member of the American Working Dog Federation



## United States Mondioring Association Code of Conduct

**United States Mondioring Association (USMRA)** seeks to provide an environment that promotes all aspects of our sport and that serves the mission of the organization.

(a) The organization seeks a community (both in person and on-line) that is free from violence, threats, and intimidation; that is respectful of the rights, opportunities, and welfare of all; and that does not threaten the physical or mental health or safety of its members or community.

(b) The organization is dedicated to responsible stewardship of its resources and to protecting its property and resources from theft, damage, destruction, or misuse.

(c) The organization supports and is guided by local, state and federal law while also setting its own standards of conduct for its community.

(d) The organization is dedicated to the rational and orderly resolution of conflict

1. The Conduct of Code shall apply to member's conduct that occurs at any USMRA sponsored events, activities, and any supported media.

2. At the discretion of the USMRA Board of Directors (BOD), the Conduct of Code also shall apply to non-USMRA events when the conduct, as alleged, adversely affects the USMRA organization. Either:

(a) constitutes a criminal offense as defined by local, state, or federal law or ordinance, regardless of the existence or outcome of any criminal proceeding; or

(b) indicates that the member may present a danger or threat to the health or safety of the others.

### SANCTIONS

Members or clubs found responsible for disciplinary offenses under the USMRA Conduct of Code are subject to sanctions. Factors to consider in determining appropriate sanctions include: the nature of the offense, the number of offenses, the severity of the offense, the culpability of the member or club, and the impact on other members of the community. Separation from USMRA through suspension or expulsion is a serious sanction that may be appropriate for: repeated violations of the Code, and for misconduct that constitutes a threat to community safety or well-being (including, but not limited to harm to person), or significantly disrupts the rights of others or the operations of USMRA. The following sanctions may be imposed upon members or clubs found to have violated the Code (multiple sanctions may be imposed simultaneously, such as restriction of privileges and required compliance in order to remove the restriction):

#### **1. Warning.**

A warning means the issuance of an oral or written warning or reprimand.

#### **2. Probation.**

Probation means special status with conditions imposed for a defined period of time and includes the probability of more severe disciplinary sanctions if the member is found to violate any rules during the probationary period.

**3. Required Compliance.**

Required compliance means satisfying USMRA requirements: for example a written retraction or public apology, or any other activity deemed necessary for compliance

**4. Temporary Restriction of Privileges.**

Temporary restriction of privileges means the denial or restriction of specified privileges, including, but not limited to, access to the official FB page for a period not to exceed 30 days.

**5. Restriction of Privileges.**

Restriction of privileges means the denial or restriction of specified privileges, including, but not limited to, access to the official FB page for a defined period of time.

**6. Restitution.**

Restitution means making compensation for loss, injury, or damage.

**7. Suspension.**

Suspension means separation of the member from the organization for a defined period of time, after which the member is eligible to return to the organization. Suspension may include conditions for readmission.

**8. Expulsion.** Expulsion means the permanent separation of the member from the organization.

The USMRA BOD, or its designate, as may be the case if an individual or committee oversees an official aspect of the organization, such as social media, may *unilaterally* issue the following sanctions: #1 Warning, and #4 Temporary Restriction of Privileges. Communication of any sanctions applied by an individual must be communicated to the BOD.

The USMRA BOD, by way of majority vote, or the Board of Inquiry (BOI), via the disciplinary procedures written in the USMRA By-Laws, may also impose sanctions 1 -5.

Only the BOI can impose sanctions 6 – 8.

Any member or club that feels sanctions have been unfairly applied by the BOD may appeal to the Board of Inquiry via the standard disciplinary procedure outlined in the USMRA By-Laws.