

Milwaukee GAMMA, Inc.

Code of Conduct

Adopted by Board of Directors May 11, 2010

Rules of Conduct – Respect for Others – Responsibility for all actions.

Purpose Statement

1. Our mission Statement: The purpose of Milwaukee GAMMA, Inc. (GAMMA) shall be to provide a variety of social cultural and recreational events to its members and the LGBT community, as determined by the common interest of its members. This code of conduct creates an environment that supports our mission statement.
2. GAMMA is committed to the safety of its members and respect for facilities and properties that we use during our activities. GAMMA is committed to creating an environment where there is respect for others and responsibility for our actions. GAMMA will exercise zero tolerance to any form of violence, vandalism or inappropriate behavior toward others or at the facilities or properties that we use. Facilities or properties herein refer to any restaurants, parks, recreational buildings or privately owned properties.
3. The goal of these rules of conduct are to promote a positive, safe, enjoyable and supportive environment for GAMMA members and the community in which we interact.

Scope

1. Inappropriate behavior and violence for the purpose of this procedure, while participating in GAMMA events, includes, but not limited to, the following:
 - a. Loud verbal assaults directed at the members or others we interact with deemed to be aggressive or intimidating or having the potential of inciting violence.
 - b. Threats and/or attempts to intimidate.
 - c. Throwing of articles in a deliberate or aggressive manner.
 - d. Aggressive approaches to another individual (physical/verbal).
 - e. Physical striking of another individual.
 - f. Attempts to incite violence.
 - g. Theft of property.
 - h. Possession of weapons, with the exception of events such as hunting.
 - i. Vandalism to a building or property.
 - j. Refusal to follow the rules of facilities or properties that we use.
 - k. Racial or ethnic slurs.
 - l. Drunkenness or use of illegal drugs.
 - m. Harassment (engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome).
 - n. Lewd or sexually inappropriate behaviors or speech that is not welcome by the intended individual or to the environment.

Duty to Report

1. GAMMA members are requested to report inappropriate behaviors to the event coordinator. It is appropriate protocol for dealing with any difficult situation during an event in a facility or property to report the situation to the event coordinator. It is protocol for the event coordinator to approach the situation.
2. If a GAMMA member(s) are found to be breaking the law or in danger, depending on the gravity of the situation, it is protocol to report the situation to the event coordinator first. If the gravity of the situation warrants it, calling 911 may be the most appropriate and first line of action.

Consequences of Non-Compliance

1. Individuals who engage in any unacceptable behavior as defined in this Code of Conduct may, depending on the severity, receive one warning or be barred immediately from the event environment by the event coordinator.
2. An individual who is brought to the attention of the GAMMA board for review of behavior could have his/her membership suspended for a period of time or be removed from GAMMA permanently at the discretion of the GAMMA board and in accordance with the By-Laws of Milwaukee GAMMA, Inc. (displayed below)

Appeal Process

1. Individuals who have been suspended or removed from GAMMA may appeal any decision of the board by submitting a request, in writing, to the GAMMA board.
2. The GAMMA board will review the request and make a determination at their discretion in accordance with the By-Laws of Milwaukee GAMMA, Inc.

Excerpt from the By-Laws of Milwaukee GAMMA, Inc.

Article II

- 2.4 *Members may be removed from membership in GAMMA at a general membership meeting, provided that notice of the proposed removal is given in the call for the meeting.*
- 2.5 *Members may be suspended by the Board of Directors for financial or behavioral misconduct detrimental to GAMMA, provided:*
 - a. the suspension is approved by two-thirds of the Board present at a Board meeting considering the suspension,*
 - b. the suspension shall not extend beyond the next annual meeting of the membership, and*
 - c. the member being considered for suspension shall be given at least ten days notice of the Board meeting and given an opportunity to present his case either verbally, or in writing at this meeting.*