

SARA's Code of Conduct

Introduction

SUSSEX AMATEUR RADIO ASSOCIATION (hereinafter referred to as "SARA" or "the Club") is committed to maintaining a safe, inclusive, and respectful environment for all members, volunteers, board members, and guests. This Code of Conduct establishes guidelines for behavior that aligns with the values of the Club and ensures that all individuals are treated with dignity and respect. By participating in any activity or event organized by SARA, you agree to adhere to the principles outlined in this Code of Conduct.

Structure

The club is organized as a membership organization.

The leadership of the Club is vested in the SARA Board of Directors.

Core Values

The Club values the following principles and expects all members and participants to act in accordance with them:

- **Respect:** Treat all individuals with respect, courtesy, and fairness. Be considerate of diverse perspectives and experiences.
- **Integrity:** Engage in honest, transparent, and ethical conduct in all dealings with other members, the public, and the SARA Board of Directors.
- **Inclusion:** Foster an inclusive environment that welcomes people of all backgrounds, identities, and abilities. Set an example to encourage new and non-hams to join the Club.
- **Accountability:** Take responsibility for your actions and their impact on others. Address concerns or conflicts constructively and professionally.
- **Collaboration:** Work together in a cooperative manner to further the mission and goals of the Club.

Expected Behavior

SARA Community Members and participants are expected to:

- Be courteous and respectful in all communications and interactions.
- Follow the laws and regulations of the State, Federal and Local ordinances.
- Refrain from discriminatory behavior, harassment, or any actions that could create an unsafe or uncomfortable environment for others.

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Violations of this Code of Conduct may result in disciplinary action, including but not limited to:

- A verbal or written warning
- Temporary suspension from Club activities or events
- Permanent expulsion from the Club

Disciplinary actions will be determined on a case-by-case basis and will consider the severity and nature of the violation.

Amendments and Review

This Code of Conduct is a living document and may be reviewed and amended periodically. Any changes will be communicated to all Community Members, and the updated version will be made available on the Club's website or distributed to members as appropriate.

Acknowledgement

By participating in the activities of the Club, all members, volunteers, and guests agree to comply with this Code of Conduct. Participation is a privilege, and adherence to this Code ensures that the Club remains a safe, welcoming, and productive environment for everyone. For any questions or concerns regarding this Code of Conduct, please contact any of the Club's Board of Directors.

Thank you for your cooperation in maintaining a positive and respectful community.