



HUMBOLDT COUNTY BEEKEEPERS ASSOCIATION

BYLAWS

ARTICLE I: NAME

This organization is a 501c3 corporation and shall be known as the Humboldt County Beekeepers Association, Inc. It shall be located in Humboldt County, California. The organization may hereinafter, in these by-laws, be referred to as the “Association” or the “HCBA”.

ARTICLE II: PRINCIPLE OFFICE

The principle office of the Association, for the transaction of business, is located in Eureka, Humboldt, California, USA

Address:

Humboldt County Beekeepers Association
C/O Humboldt County Department of Agriculture
5630 South Broadway
Eureka, CA 95501

The principal office of the Association may be moved to other places within the county as the board of directors may determine or the business of the Association may require and such a move shall not require an amendment to the bylaws.

ARTICLE III: OBJECTIVES AND PURPOSES OF THE ASSOCIATION

The Humboldt County Beekeepers Association is dedicated to providing educational opportunities promoting the success of beekeepers with outreach to the community on the benefits of honeybees and beekeeping and to provide a forum for cooperation among beekeepers in support of best management practices in beekeeping.

ARTICLE IV: MEMBERSHIP

- a. Membership is open to any person in the area served by this Association who is interested in beekeeping.
- b. Members will be required to conform to the rules, regulations and bylaws of this Association.
- c. There shall be one classification of membership hereinafter known as a general membership or membership.

- d. Monthly membership fees shall be paid prior to entering the meeting and participating in the monthly meeting.
- e. Those who have paid their monthly membership fee and are members in good standing in attendance at the monthly meeting are considered the general membership at the time of that meeting and are entitled to participate, conduct business, nominate and vote on issues presented at the meeting.
- f. Any member may be terminated from the HCBA for inappropriate, illegal, unethical, or unattractive behavior by a two-thirds majority vote of the members in attendance at the meeting at which the issue is addressed and after open discussion.

ARTICLE V: DUES

- a. Dues are paid on a monthly basis and payable prior to the monthly meeting
- b. There are no annual dues.
- c. Dues shall be set by the Board of Directors (hereafter BOD) and approved by a simple majority vote of the Association members present at the time of the voting
- d. Dues are \$2.00 per person for those members 18 years old and older. Members under age 18 are not required to pay dues.
- e. Dues shall be paid prior to entering the meeting.
- f. Only dues paying members, 18 years and older, may vote.
- g. Dues are not refundable.
- h. From time to time the BOD, with approval of the membership, may need to change the structure and amount of the dues. Such changes shall not require an amendment to these by-laws.

ARTICLE VI: OFFICERS OF THE HCBA & MEETING FUNCTION

SECTION 1: OFFICERS

- a. The elected officers and the elected BOD shall manage the HCBA.
- b. The President of the HCBA shall preside over the general meetings.
- c. The elected officers of the HCBA shall consist of a President, Vice President, Secretary and Chief Financial Officer who shall be designated as the Treasurer.
- d. The Secretary and Chief Financial Officer (Treasurer) of the general membership shall serve, and hold, the same position as members of the BOD.
- e. The elected officers shall also serve as voting members of the BOD of the HCBA.

- f. Assistant Officers may be appointed by the President and confirmed by the BOD for the purposes of helping an area of the HCBA requiring assistance (e.g. Assistant Treasurer). Assistant officers shall not have a vote on the BOD.

SECTION 2: ELECTION OF OFFICERS

- a. Officers shall be nominated from the general membership.
- b. Nominations shall be submitted by the October meeting each year either to the current officers or the BOD. Nominations will also be taken up to and including the time of the election at the November meeting.
- c. Officers shall be elected at the last regular meeting of the HCBA in November of each calendar year.
- d. An appointee of the President shall conduct the election.
- e. There shall be no proxy votes for general office elections.
- f. The winner of the election for an office must receive a simple majority of the votes cast by a show of hands by the members in good standing who are present at the regular November membership meeting.
- g. The newly elected officer will take office at the next schedule meeting in January.
- h. All out going officers shall surrender to their successors by the last day of the same November that elections are held - all monies, papers, property, and equipment belonging to the HCBA in their possession.

SECTION 3: TERMS OF OFFICE

- a. The term for the elected officers shall be two years. The Vice President, Secretary and Treasurer of the HCBA can serve an indefinite number of terms; however, each must be re-nominated and re-elected at the end of their respective term.
- b. The President of the HCBA shall serve a two (2) year term and may be re-nominated and re-elected for a second two (2) year term. He may not serve more than two (2) terms in succession. After two consecutive terms, the current president must then step down for one term before running during the interim period, he may be elected to, and serve, in other offices or board positions.

SECTION 4: REMOVAL AND RESIGNATION

- a. Officers may be removed by a majority vote of the members in attendance.
- b. Any officer may resign at any time provided written notification is submitted to the Board with 30-day notice.

SECTION 5: VACANCIES AND ABANDONMENT OF AN OFFICE

- a. A vacancy in one or more offices may be filled by nomination and a majority vote of members present at the next regular meeting. The newly elected officer shall serve until the next regular election of officers.
- b. Any office or position will be considered abandoned and the office holder having resigned if three or more meetings have been missed without notice to the President or BOD. The office or position will be open to the membership.

SECTION 6: DUTIES AND RESPONSIBILITIES OF CLUB OFFICERS

President of the Association

The president shall:

- a. Preside at all meetings of the Association.
- b. Preside over the BOD when the Chairperson of the BOD is absent, using regular parliamentary procedures and Robert's Rules of Order.
- c. Serve as a voting member of the BOD.
- d. Set the agenda for all monthly meetings.
- e. Provide oversight for all HCBA activities.
- f. Call special meetings as needed.
- g. Confer with the Secretary about meeting notices and other correspondence.
- h. Confer with the Program Committee chairperson regarding meeting notices, activities, events and the program for the monthly meeting.
- i. Appoint committees in cooperation with the board and/or with the officer responsible for certain committees, and may serve ex-officio on these committees.
- j. Represent the Association at meetings or designate someone to act on his/her behalf.
- k. Sign and authorize official Association documents, notices, letters and correspondence.
- l. Fill vacancies of any offices, with the approval of the Board and shall perform such other duties as the Board may direct.
- m. Be authorized to make deposits and disburse all monies, should the Treasurer be unable to perform these duties and the BOD approves expenditures.
- n. Be responsible for insuring that all bills and loans are paid and current.

- o. Work with the Treasurer and Chairperson of the BOD to develop an annual budget.
- p. Be responsible for assuring a budget is maintained.
- q. The President shall not obligate, contract with any group or individual without prior approval of the BOD.
- r. See that all orders and resolutions of the BOD are carried into effect.
- s. Conduct the duties of his/her office in accordance with these by-laws.

Vice President of the Association

The HCBA may choose to elect a vice president of the Association.

The Vice President shall:

- a. Perform the duties of the President should the President be absent, ill or otherwise unable to perform the duties of his office.
- b. Serve as a voting member of the BOD, but may not necessarily serve as the Vice Chairperson of the BOD unless elected by the BOD to the position of Vice Chairperson of the BOD

Secretary of the Association

The Secretary shall:

- a. Serve as a voting member of the BOD.
- b. Record and keep accurate minutes and proceeding of the Club and BOD, each meeting and at all club events.
- c. Maintain the HCBA activities calendar.
- d. File and preserve all documents of the HCBA.
- e. Attend to all correspondence of the Club unless directed otherwise by the President / BOD.
- f. Maintain a master list of all HCBA members and their addresses, phone numbers, and email addresses.
- g. Notify the members and general public of regular meetings and other activities; post appropriate notifications on the web site regarding the date, time, and agenda and any other documents and notices of meetings and special events.
- h. In collaboration with other Board members, send acknowledgments to donors
- i. Collaborate with Swarm Management Committee on swarm list activities/documents.

- j. Collaborate with the Webmaster on managing the website
- k. Shall serve as alternative signatory on HCBA bank account as necessary.

Treasurer of the Association

The Treasurer shall:

- a. Serve as a voting member of the BOD.
- b. Be responsible for collection of all fees and dues and deposit said monies in an approved banking / checking account and maintain a record of receipt thereof.
- c. Pay bills as directed and approved by the BOD.
- d. Keep an accurate account of all financial records and maintain an itemized record, in a permanent file, of all receipts and expenditures and give a financial report at every meeting of the BOD, including an itemized report of receipts and expenditures and balances since the previous regular meeting and, be prepared to give a written report of the same at frequent intervals.
- e. Be authorized to sign checks approved by the BOD as sole signatory, and to disburse funds as needed to cover the ordinary operating costs of the Association not to exceed \$150 per month. Said expenditures shall be reported at the next meeting of the board.
- f. Notify or otherwise report to the BOD, any exceptional requests for expenditures by any board member and no disbursement shall be made prior to receiving approval from the BOD.
- g. Immediately notify or otherwise report to the BOD any potential for a bank balance falling below a minimum of \$200.00. A bank balanced below \$200.00 becomes cause for the Treasurer to notify the BOD to immediately call for a Special Board Meeting to address the issue and determine measures to increase to the balance.
- h. The Treasurer, in conjunction with the club President and the Chairperson of the BOD, shall prepare an annual budget to be presented and approved by the BOD at the January meeting of the BOD.
- i. Prepare and file all appropriate tax returns with the Internal Revenue Service and appropriate state agency.
- j. In the event that a second co-signature is required on a check, the two parties co-signing shall not be related.

SECTION 7: GENERAL MEETINGS

- a. General Meetings of the HCBA are held at 6:30PM on the first Thursday of each month, except during the month of December, at the Humboldt County Department of Agriculture Building. General membership meetings may not be held in the month of December.

- b. The President, with approval of the BOD may change the date, time or place of the meeting. Any change in meeting date, time or place shall not require an amendment to these bylaws.
- c. The General Meeting shall be presided over by the President of the HCBA.

SECTION 8: SPECIAL MEETINGS

- a. The President or the BOD for the purpose of transacting business may call a special meeting.
- b. Only the business item /issue / purpose requiring that a special meeting is called for may be discussed and voted on at the special meeting. No other business shall be conducted.
- c. In the event that a vote of the membership is necessary between regular schedule meetings, a notice to participants shall be made by e-mail, telephone or by mail to all members.
- d. For a special meeting of the general membership, a quorum shall be 10 members.
- e. The quorum for a special meeting of the BOD shall require the physical attendance of all members of the BOD. A two-thirds voting majority is required for a special meeting item to pass. If less than a full board is present, the only vote that can be taken is a vote to adjourn.
- f. A special meeting of the BOD may be held exclusively via electronic mail (e-mail) and shall follow the following protocol without exception:
 - i. A quorum for an electronic meeting requires the unanimous participation of all Officers and/or board directors. If less than 100% participation occurs, then the only vote that can be taken is to adjourn the meeting.
 - ii. The officer or board member calling the special meeting shall establish an opening and closing date and time of the electronic meeting. Within this time period, a time will be established for discussion only. The discussion period will be closed and no further discussion is allowed. A period of time will be established for voting. No discussion will be permitted during the voting time period. No discussion or voting on the special meeting item shall occur before or after the opening and closing dates and times.
 - iii. A two-thirds (2/3) majority of the vote is required for an issue to pass. There shall be no proxy votes allowed. A full written record of the meeting shall be maintained by the secretary to include participating members, opening and closing times and dates, the discussion and outcome of the vote.

SECTION 9: GENERAL MEETING - ORDER OF BUSINESS

- a. The suggested order of business at all meetings shall be as follows:
 - i. Call to Order
 - ii. Review minutes of Board Meeting
 - iii. Treasurer's Report

- iv. Report from committees
- v. Report from officers
- vi. Unfinished / Old business
- vii. New Business
- viii. Club program
- ix. Adjournment

The President or presiding officer shall have executive privilege to alter the agenda, as he/she deems necessary.

ARTICLE VII: CONDUCT OF BUSINESS

SECTION 1: BUSINESS AFFAIRS

The business affairs of the HCBA shall be conducted by the BOD and elected club officers.

SECTION 2: CONFLICT OF INTEREST

Any Officer or Board member knowingly having a conflict of interest shall reveal the conflict. The conflict of interest shall be discussed and resolved in front of the membership of the HCBA or BOD as the case may be.

ARTICLE VIII: MANAGEMENT OF THE ASSOCIATION

SECTION 1: BOARD OF DIRECTORS

- a. The Board of Directors (BOD) shall manage business affairs of the Association. The BOD shall consist of the elected club officers and directors elected to the BOD from the general membership.
- b. The BOD shall consist of no less than five (5) directors nor more than seven (7) directors. Directors shall be at least 18 years old. The number of directors may be increased or decreased by a simple majority vote of the members or by a vote of a majority of directors. No decrease in number of directors shall shorten the terms of any incumbent director.
- c. The BOD shall meet on a monthly basis, except during the month of December, to conduct and oversee the business of the HCBA. The BOD may alter the frequency of meetings, and or the location of the meetings, as they deem necessary and this shall not require a change in these bylaws.
- d. Issues requiring a vote of the BOD will be decided by a simple majority of the voting quorum of the board members present and no proxies shall be allowed.

SECTION 2: CHAIRPERSON OF THE BOARD OF DIRECTORS

The Association may have, as determined by the BOD, a chairperson of the board, who may or may not be the president of the Association, one or more vice presidents, assistant secretaries, assistant treasurers, or other officers. The same individual can hold a number of positions;

however, neither the secretary nor the treasurer may serve as the president or chairperson of the board

SECTION 3: DUTIES OF THE BOARD OF DIRECTORS

It shall be the duty of the Board of Directors to:

- a. Perform any and all duties imposed on them collectively or individually by law, by the articles of incorporation of this Association, or by these bylaws;
- b. Appoint and remove, employ and discharge, and, except as otherwise provided in these bylaws, prescribe the duties and fix compensation, if any, of agents, and employees of the Association
- c. Supervise all officers and agents of the Association to assure that their duties are performed properly;
- d. Meet at such times and places are required by these bylaws
- e. Register their addresses with the secretary of the Association and notices of meetings mailed, emailed or telegraphed to them at such address shall be valid notification thereof.
- f. Provide auditing standards for the Association financial position.

SECTION 4: REVERSING A DECISION OF THE BOARD OF DIRECTORS

- a. Any decision made by the BOD may be overridden by a vote of 2/3 of the members in good standing who are present and voting at a regular or special meeting.

ARTICLE IX: ELECTION OF BOARD MEMBERS

SECTION 1: ELECTION OF DIRECTORS

- a. The election of board members shall be held during the November meeting of the HCBA.
- b. The President and/or the BOD will accept nominations for officers and board members during the month preceding the general meeting and general election; nominations from the floor will also be accepted during the meeting in which the election is to be held.
- c. Members seeking election to a position on the BOD shall be elected by a show of hands.
- d. A simple majority of the votes cast by those general members presents and entitled to vote during an election, is required to be successfully elected. The term will begin the following January.

SECTION 2: TERM OF OFFICE - BOARD OF DIRECTORS

- a. Each elected director shall serve a two-year term in office. There shall be no limit to the number of terms a director may serve; however, the individual must be nominated and elected prior to each term.
- b. The elected director shall serve until his or her successor is elected and qualifies.
- c. The terms, and elections, for the directors shall be staggered so that no more than one-third of the board members are re-elected each year.

SECTION 3: OFFICERS OF THE BOARD

- a. The BOD shall elect a Chairperson and Vice-Chairperson of the BOD. Said officers shall serve a one-year term. A simple majority of the voting quorum of the board is required to be elected.
- b. The Secretary and Chief Financial Officer/Treasurer of the HCBA shall serve in the same capacity on the BOD.

SECTION 4: RESIGNATIONS OF DIRECTORS

- a. Any member of the BOD may resign at any time by giving written notice to the Association, officers or BOD.
- b. Any resignation shall take effect at the date of the receipt of that notice or at any later time specified in the notice.
- c. The vacancy caused by death, resignation, removal, disqualification or any other cause shall be filled by an interim appointment recommended by the BOD and ratified by a simple majority vote of the membership present at the first meeting following resignation of causative event.

SECTION 5: REMOVAL OF DIRECTORS

- a. Any or all of the directors may be removed for cause by vote of the members or by action of the board. Directors may be removed without cause only by vote of the majority of members in good standing present and voting at a regular or special meeting called to address said issue.

SECTION 6: CONDUCT OF MEETINGS

- a. The board may hold its meeting at the office of the Association or at such other places within the county, as it may from time to time determine. A change in the meeting time or place does not require a change in these by laws.
- b. Meetings of the BOD shall be presided over by the Chairperson of BOD, or in his or her absence the Vice Chairperson of the BOD, or, if no such person has been designated or, in

his or her absence, an individual elected by a majority of the directors present at the meeting.

- c. The secretary of the Association shall act as secretary of all meetings of the board, provided that, in his or her absence, the presiding officer shall appoint another person to act as secretary of the meeting.
- d. Meetings shall be governed by the current president's rule of orders, as such rules may be revised from time to time, insofar as such rules are not inconsistent with or in conflict with these bylaws, with the articles of incorporation of this Association or with provisions of law.

ARTICLE X: FINANCES

- a. Any officer, Board Member, committee member, or any other HCBA member on behalf of the HCBA shall incur no indebtedness, except as authorized by the BOD.
- b. All dues and monies of the HCBA in excess of immediate operating expenses shall be placed into an account. All monies shall be used in accordance with the mission of the Association as determined by the BOD. The BOD shall approve all donations and requests for donations and then they shall be submitted to the general membership for final approval.

ARTICLE XI: OFFICER AND DIRECTOR COMPENSATION

Each officer and member of the BOD shall serve on a volunteer basis and shall not receive compensation in any manner, notwithstanding any reimbursement for personal outlays that may be required from time to time for HCBA business. All reimbursements over \$100.00 shall be reviewed and approved by the BOD prior to disbursement.

ARTICLE XII: NONLIABILITY OF DIRECTORS

The directors shall not be personally liable for the debts, liabilities, or other obligations of the Association.

ARTICLE XIII: INSURANCE FOR AGENTS OF THE ASSOCIATION

The BOD shall adopt a resolution authorizing the purchase and maintenance of insurance on behalf of any agent of the Association (including a director, officer, employee, or any other agent of the Association) against liability other than for violating provision of law to self dealing (Section 52332 of the California Nonprofit Public Benefit Corporation Law) asserted against or incurred by the agent in such capacity or arising out of the agent's status as such, whether or not the corporation would have the power to indemnify the agent against such liability under the provision of Section 5238 of the California Nonprofit Public Benefit Corporation Law.

ARTICLE XIV: QUORUM

Unless otherwise provided for in the articles of incorporation:

- a. For the purposes of a board meeting, a quorum shall consist of a simple majority of the elected board members.
- b. For the purposes of a general meeting, a quorum shall consist of a minimum of 10 members in attendance.
- c. A quorum for an electronic meeting shall be 100% participation of the board members.
- d. In the event that less than a quorum is present, the only vote that can be taken is to adjourn.

ARTICLE XV: ACT OF THE BOARD

- a. Unless otherwise required by law, the vote of a majority of the directors present at the time of the vote, in the presence of a quorum at such time shall be the act of the board.
- b. Each director present shall have one vote.
- c. There shall be no proxy votes.

ARTICLE XVI: POLITICAL ACTIVITIES / SOLICITATION POLICY

- a. The HCBA shall not endorse, support or contribute to any political issues, candidates or a political party (local, state or federal). The property, name, literature, web site and equipment of the HCBA shall not be loaned, rented, leased or donated to any group of person(s) for any activity in support of a specific candidate or political party or political issue. Signs, petitions, presentations or distribution of political materials at any HCBA event is prohibited. These restrictions are not to prohibit or impede free speech of individual members or guest. Nor do they apply to political signs on vehicles, clothing or personal property.
- b. Solicitations or petitioning at Association meetings or events, regardless of cause being represented, shall not be permitted.

ARTICLE XVII: CONSTRUCTION

If there is any conflict between the provisions of the articles of incorporation and By-Laws, the provision of the articles of incorporation shall govern.

ARTICLE XVIII: AMENDMENTS TO THE BY-LAWS

- a. Any proposed amendment(s) or revisions to these By-Laws shall be made in writing, signed and submitted to the BOD by any member or group of members of the HCBA.
- b. The proposed amendment or revision shall be posted on the web and made available to the membership 30 days prior to voting.
- c. Acceptance of the proposed amendments or revision shall be voted upon at the next regular meeting and become effective upon a two-thirds (2/3) majority affirmative vote of the members present.

- d. Changes or amendments to the By-Laws proposed by the BOD must pass the Board of Directors by a two-thirds vote. Such amendments must be presented to the regular membership for a 30-day review prior to ratification by a two-thirds majority vote of the general member

ARTICLE XIX: DISSOLUTION

If the HCBA ceases to exist at some future time, funds and assets of record shall be disbursed to the non-profit organization with the objective and intent that said funds be used to benefit the art and science of beekeeping.

ARTICLE XX: INSPECTION RIGHTS

- a. Upon request, the records of the HCBA shall be made available for examination to any member.
- b. Upon making arrangements with the secretary, the records will be made available for examination and copying.
- c. Copying of records will be at the expense of the individual wishing to make copies.

ARTICLE XXI: BY-LAW REVIEW:

These By-Laws shall be reviewed on an annual basis to insure compliance with current law and compliance with the Articles of incorporation.

ARTICLE XXII: COMMITTEES:

The BOD shall establish and appoint such committees, and recommend individuals as chairpersons and committee members to facilitate activities for the HCBA.

- a. No committee members shall receive, directly or indirectly, any salary or compensation for services rendered.
- b. Activities of committees and committee members shall be overseen by a committee chairperson who will act as liaison to the BOD and membership.
- c. Each committee shall report on activities at the monthly Board meetings and include a written report to the secretary for distribution and provide a report section for the annual report. Financial aspects of the committee shall be reported to the Treasurer with collaboration on acknowledging donations, in-kind or financial in a timely fashion following an event or activity.
- d. Each Committee Chair shall maintain a complete file on all committee activities and prepare an annual report. The report should include, but is not limited to accomplishments, projects not completed, expenditures, proposed budget requirements for the ensuing fiscal year and any recommendations. The final report should be submitted to the BOD two weeks prior to the annual meeting.

Policy Review & Oversight Committee

The Policy Review & Oversight Committee (PROC) chair shall be familiar with HCBA Bylaws. The Committee shall:

- a. Prepare amendments to the HCBA Bylaws in keeping with the objectives and purposes of the HCBA and as directed by the BOD.
- b. All proposed amendments should be submitted to the PROC who will in turn present to the BOD for consideration.

Education and Outreach Committee

The Education and Outreach Committee (EOC) Chairperson shall report to the Chairman of the BOD. The Committee shall consider the following tasks and responsibilities:

- a. Develop, implement and administer the HCBA educational programs to achieve the goals and objectives of the HCBA
- b. Coordinate and promote educational activities and workshops
- c. Develop, maintain & coordinate, with approval and oversight of the BOD the educational materials to be used in public outreach, events and educational presentations
- d. Send notices of events, workshops, and other activities to members, general public and media.
- e. Collaborate with the BOD to recruit committee members
- f. Collaborate with a Webmaster to maintain the HCBA Website.
- g. Submit quarterly reports on the status of the program to the BOD, including proposed budget requirements for the ensuing fiscal year.
- h. Plan, select, arrange and produce meeting programs in collaboration with the BOD
- i. In conjunction with HCBA President, coordinate speakers and make arrangements for logistics and honoraria.
- j. Make necessary arrangements for displays, projectors, microphones and other audio-visual equipment.
- k. Appoint Hospitality Coordinator to oversee donations, preparations and purchase of refreshments for HCBA general meetings.
- l. Collaborate with HCBA Secretary to prepare public service announcements, arrange interviews and communicate with media outlets (newspaper, radio, TV, etc)

Swarm Management Committee

Swarm Management Committee will manage swarm list and protocols, identify principal focal point contact person with email/tel. numbers. and a backup contact person. This person in collaboration with secretary would be responsible for informing swarm list participants of release of liability and general swarm policy including handouts & available information:

- a. Maintain list of agencies/locales where swarm contact list will be posted and distribute annually the updated list to those agencies and/or locales (Police, fire, IPM operators, Dept of Ag, UC Ag extension, etc)

- b. Maintain overview document of the swarm collection/cutout process available for download to beekeepers collecting swarms or performing cutouts – to be posted on HCBA website/ and in hard copy to present to property owner.
- c. Prepare a general release of liability form for beekeeper/ to present to property owner for download from HCBA document file and distribution
- d. Maintain document stating that beekeepers on the HCBA swarm list and those individuals performing cut-outs are independently contracted by the property owner for the task, and are not an agent or representative of the HCBA.

ARTICLE XXIII: Harassment

This defines the harassment policy of Humboldt County Beekeepers Association:

- a. The most productive and satisfying environment for the members of HCBA is one in which the members can gather and enjoy an environment and spirit of mutual trust and respect. Harassment is a form of discrimination that is offensive, impairs morale, undermines the integrity of the organization the relationships members develop within the organization and causes serious harm to the productivity, efficiency and stability of our organization.
- b. All members have a right to meet and congregate in an environment free from discrimination and harassing conduct, including sexual harassment. Harassment on the basis of race, color, creed, ancestry, national origin, age, disability, gender, marital status, or sexual orientation. Harassment on any of these bases is also illegal.