

# SAIL Code of Conduct

## Goal:

Provide an environment where the member parents help shape their children's behavior to be inclusive, respectful, kind and safe. Parents should model this behavior.

## Expectations:

Members are expected to not engage in behavior that might disrepute the group or could jeopardize the welfare of our children or adult members. Such behavior will be subject to disciplinary action at the discretion of the Board.

- All participants in SAIL activities are expected to abide by this Code of Conduct.
- Member families are expected to respect the beliefs, lifestyles, and choices of other member families.
- Flaming or verbal condescendence will not be tolerated.
- Aggressive behavior, physical and verbal abuse, including yelling at others, as well as offensive gestures, by members or member children will not be tolerated.
- Parents are responsible for controlling their children's behavior at all SAIL activities.
- For the safety and protection of the children and the host family, SAIL activities are not "drop off" activities, unless specifically stated by the host.
- Parents are expected to supervise their children at each activity, unless previous arrangements have been made with another parent to be responsible for the children. Please note that co-op will have specific rules for participation.
- Adults and children are expected to be respectful of other's property. It is the responsibility of any member to fix or replace any property that they or their children have damaged.
- When attending a SAIL event, the host family is not responsible for any injuries. It is the responsibility of the parents to provide for their own children's safety.
- In regard to issues of safety or protection of property *only*, if a host family is uncomfortable with the lack of supervision given by the parent or guardian of a child or children, then the host family should privately address the parent or guardian about their concerns. If the parent or guardian does not satisfactorily resolve the issue, then the host family may ask the offending family to immediately leave their home.
- Weapons of any kind, including pocket knives and other smaller weapons, are not to be brought to any SAIL function.
- SAIL expects those who choose to use alcohol and tobacco do so legally, responsibly and with consideration for others. If an event is held at a residence, the host family must give permission beforehand.

## Dispute:

Should any dispute arise, issues should be resolved in an appropriate time, place, and manner.

- We encourage children to try to work out differences with each other, along with the guidance of the parents, before the issue is escalated. Our hope is that the parents will help their children learn to be respectful to one another, and resolve their differences in a positive and constructive manner. Parents should model this behavior.
- It is expected that if there is a problem with a child's behavior, that problem will be addressed privately with the parent of the child before any other action is taken.
- If there is an issue between parents, they are expected to work through their differences privately and respectfully. No gossiping.
- If a situation cannot be resolved between children or parents, then that situation should be brought to the attention of the Board.

## Consequences for noncompliance:

- Any excessive or vicious attack, verbal or physical, will result in immediate ejection from the current activity. This will be decided by two or more Directors, or if no Directors are present, then it may be decided by the host family.
- If any member or family fails to adhere to the Code of Conduct it should be brought to the attention of the Board.
- Any issues of concern must be brought to the attention of two or more Directors at the same time, and must be documented by the Directors, or the issues of concern may be submitted in writing to the Board privately, never to the entire group.
- First time offences will be reviewed by the entire Board. If the majority of the Directors agree that a violation has taken place, then the offending member or family will be given a written warning to adhere to the Code of Conduct signed upon joining or membership renewals, as well as any disciplinary action necessary (i.e. repair damages, apologies made).
- All further offences will be reviewed by the entire Board, and if the majority agrees, then repeated or serious infractions of these guidelines may result in additional consequences as determined by the Board. Consequences may include restricting or revoking membership privileges.
- All extenuating circumstances may be brought to the attention of the Board in writing before voting takes place, and they will be taken into account when deciding.
- In extreme instances, the Board has the right to revoke membership without warning.