

Motion To Address Language Code of Conduct Violation

The use of racial, ethnic, anti-semitic, sexist, and homophobic slurs by Members, Employees, Volunteers, Participants or Fair affiliates in our meeting spaces, is a violation of our Code of Conduct and is therefore prohibited. This prohibition applies regardless of the intention, inflection used, sex or race of the speaker.

The measured responses when these incidents occur are as follows. 1st infraction will result in immediate removal from the meeting, and a two-month suspension from participating in any OCF sponsored meetings. During the two-month suspension, operations will provide an education opportunity for these individuals that addresses their infraction. 2nd infraction will result in immediate removal from the meeting, and a year suspension from participating in any OCF sponsored meetings. In cases where individuals commit a second infraction, they must provide and engage in an educational program addressing the harm they have caused. Certification that they have completed the program must be provided to operations, before returning to our meeting spaces after the year suspension. 3rd infraction will result in immediate removal from the meeting, indefinite suspension from participating in any OCF sponsored meetings, and the board will begin the process for removal of membership. In cases where actions in our meeting spaces are deemed egregious, the Executive Director may accelerate this process.

Reports of these infractions will be submitted to the Executive Director and Board President within 3 days of infraction. The Executive Director will ensure that all records of these infractions be confidentiality filled, and inform the board when individuals have reached their third infraction. The Board of Directors in cases where a third infraction has been made, will call for a closed session within 10 days to begin the process of membership removal. This policy is effective immediately upon approval of the Board of Directors.