

- The Board moves to terminate the Grievance Procedure, effective immediately. The OCF Board passes the following Fair Community Support Policy and directs management to implement process and procedures to support this policy as soon as possible. (Teresa Vaughn, Arna Shaw, Sandra Bauer, AJ Jackson, George Braddock, Kevin Levy & Jon Steinhart)

Fair Community Support Policy:

OCF requires all persons interacting with the Fair (volunteers, community, vendors, artisans, paid staff, etc.) to be aware of and follow all OCF policies, procedures, and guidelines. Fair participants must demonstrate commitment to their roles through satisfactory performance. In addition to performing the functions of the position, participants are also expected to demonstrate successful (as defined by OCF standards, policies, procedures, Code of Conduct, Guidelines, or applicable laws) interactions with others. In addition, all persons interacting with the Fair are required to abide by all federal, state and local laws. If individuals do not follow policies, procedures, Code of Conduct, Guidelines, or applicable laws, the OCF may take action. OCF participants are required to participate in fact finding, behavior correction, or other related processes that OCF deems appropriate to resolve the situation.

Many situations may be resolved through verbal counseling, coaching or discussion with the individual; however, some incidents, even one-time incidents may be serious enough to merit a written warning, suspension, final warning, removal of position or a recommendation to the Board to remove membership, or other Board appointed roles. The seriousness of the issue and the participants' history will be considered when determining the action taken. Each incident will be assessed to determine the participants understanding of the rules and expectations, their willingness to follow them, any systemic failures and obstacles interfering with compliance, such as equipment malfunctions, and whether the action was the result of an excusable mistake, an inexcusable error or deliberate action.

In situations where a participant repeats the unacceptable behavior, the following action(s) may be progressive. However, there may be situations where the severity or impact of the unacceptable behavior will warrant moving immediately to a final warning, removal of position, a recommendation to the Board to remove membership or other Board appointed roles. OCF reserves the right to combine or skip steps depending on the facts of each situation and nature of the issue.

Examples of performance and conduct covered by this policy may include, but are not limited to:

- Violations of OCF policies, federal, case law or state laws
- Violations of protocols, regulations and procedures governing safety or compliance of OCF participants.
- Misuse of fiscal or electronic resources or OCF facilities.
- Inappropriate behavior, insults, solicitation or any other violation of the Code of Conduct or Guidelines.
- Attendance and absenteeism
- Poor conduct, quality of communication and demeanor

- Frequent substantiated participant complaints

Definitions

The list of definitions is provided to create a basis of understanding of terminology commonly associated with our Fair Community Support process. These may change over time based on case law or other relevant needs of the Oregon Country Fair. See our current list of definitions here (link will be activated after approval of this Policy by the Board).

Guidelines <https://oregoncountryfair.net/documents/>