

Hidden Springs Town Association, Inc.

Member Code of Conduct

Adopted July 16, 2024

Amended July 31, 2024

I. BASIS FOR THE POLICY:

The purpose of this Policy is to establish a code of conduct and decorum within Hidden Springs Town Association, Inc. ("Association") and among its membership for all Association and Town Council Meetings, all Association activities and events, and any and all forms of communications between members, Association staff, volunteers, officers, and committee members related to the business or operations of the Association, whether such be spoken, written or disseminated in any way. Under its duty and obligation to promulgate reasonable rules for the community, the Town Council has established the following Code of Conduct Policy ("Policy").

II. CIVILITY

Civility involves the display of respect for those who have positions with which one disagrees. Even though disagreement can play a necessary role in community governance, the issue is how one expresses that disagreement. The Association encourages members to focus on the strengths and weakness of proposed solutions to community problems and not to engage in personal attacks against those who favor different solutions. Rather, members should identify points of agreement and common ground. All participants shall conduct themselves in a professional manner that is welcoming to all participants and free from any form of shouting, discrimination, harassment, or retaliation. To make it possible for true collaboration and idea exchange to thrive, the Association is committed to facilitating a welcoming, respectful, and professional community for all.

III. REASONABLE TIME LIMITS

In order to allow many members to weigh in on an issue, there may need to be reasonable time limits imposed on how long individuals speak. The goal is to create a culture in which as many members as possible (including Town Council and Committee Members) are allowed to participate while being respectful of one another time and avoiding unduly long meetings.

III. INTERRUPTIONS

Interruptions should be discouraged so that individuals have the opportunity to complete their thoughts. A good practice is to make a note of a question or different point of view that occurs to you when someone is speaking and then address that issue when it is your turn to speak.

IV. LISTENING

Listening is an important sign of respect, as is giving others the opportunity to listen. Everyone attending a meeting should respect other attendees' right to both listen and be heard. One person should talk at a time, any private conversations should be taken outside or deferred, phones should be silenced.

V. HECKLING AND APPLAUSE NOT ALLOWED

Allowing cheering and booing or other forms of heckling discourages people from sharing their views. It also runs the risk that those that do speak will focus more on getting applause than moving the conversation towards addressing difficult issues.

VI. THREATS, SHOUTING, INTIMIDATION NOT ALLOWED

Any threats, shouting, intimidation and similar aggressive or disrespectful actions shall not be utilized and will not be tolerated. Further, participants will avoid any inappropriate actions or statements based on individual characteristics such as age, race, ethnicity, sexual orientation, gender identity, nationality, political affiliation, or any other characteristic protected by law. Disruptive or harassing behavior of any kind will not be tolerated. Participants will refrain from loud, profane, threatening, or indecent language. Participants will not harass or accost any other member, guest, Association employee, director, officer, committee member or any other person.

Attacks and insults of a personal nature are prohibited whether in person, verbal, in writing, or transmitted via email, text or other forms of communication.

VII. ENFORCEMENT

If a member violates the above principles at a meeting, such individual shall receive one formal verbal warning at the meeting; in the case of verbal, text or email communication, such individual will receive one formal warning to cease the violation. If the conduct continues, the Association may pursue any of the following remedies:

1. The Association may elect to terminate and reschedule the meeting to a later date.
2. The Association may engage a sergeant at arms, security personnel, law enforcement, legal counsel or other appropriate individuals to assist with the enforcement of this Policy.
3. The Association may peacefully eject the offending participant from the remainder of the meeting by requesting that such individual(s) leave the meeting. In the event of an electronic meeting, the Association may end participation for such an individual.
4. In the event that an individual receives two (2) formal warnings in a 12-month period, such individual may be barred from participation at all Association meetings for an amount of time determined by the Town Council. Additionally, such individual shall be barred from holding an elected or volunteer position within the community for six (6) months.

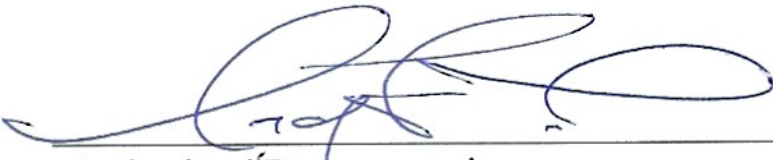
5. The above enforcement actions do not amount to a waiver of any and all legal rights and remedies available to the Association, including legal action, any applicable fines, assessments, attorney fees and costs incurred in any enforcement proceeding as a result of such conduct.

BE IT RESOLVED that a copy of this Policy shall be provided and/or kept as required by the Governing Documents and/or state law. To the extent allowed by law, this Policy shall in all respects govern and control over previously adopted policies, rules, resolutions, or provisions concerning the subject matter contained herein.

The individual signing for the Association makes the following representations: (i) they have read the Policy, (ii) they have authority to act for the Association, and (iii) they are executing the Policy acting in said capacity

I hereby certify that this Policy was adopted in accordance with the Governing Documents and/or state law.

AMENDED on this 31st day of July, 2024.

By: 
Authorized Representative

Andy Elliot
Printed name and position/title