

# **PebbleCreek Quilters**

## **Code of Conduct**

This code of conduct outlines the expected behavior for all members and guests of the PebbleCreek Quilters Club. It is designed to ensure a safe, respectful, and enjoyable environment for everyone.

### **I. Respect and Courtesy:**

- A. Treat all members, guests, staff, and other individuals with respect, courtesy, and consideration, regardless of their differences in opinions, backgrounds, abilities, or any other personal characteristics.
- B. Use appropriate language and refrain from using offensive, derogatory, or discriminatory language.

### **II. Safety and Responsibility:**

- A. Act responsibly and ensure your actions do not pose a risk to yourself or others.
- B. Adhere to all club and Creative Arts Center safety policies/procedures.
- C. Use equipment per policy/procedure.

### **III. Integrity and Ethics:**

- A. Act honestly, ethically, and with integrity in all your dealings with the club and its members. Avoid any behavior that could harm the club's reputation or values.
- B. Do not remove equipment or tools from the room.

### **IV. Conflict Resolution:**

- A. Address any conflicts or disagreements with respect and in a constructive manner.
- B. Seek assistance from club officers or leaders if you are unable to resolve a conflict on your own.

- C. The instructor or leader may request the member (s) leave an activity to avoid escalation. If the offending member (s) does not leave when requested the PebbleCreek Patrol will be called.

#### IV. Consequences of Violations

- A. The club reserves the right to determine appropriate disciplinary actions on a case-by-case basis. The severity of the consequences will depend on the nature and severity of the violation.
- B. First time violations of this code of conduct may result in disciplinary actions up to and including: written reprimand with placement on probation, suspension (minimum 30 days), or termination of membership.
- C. A second infraction may result in temporary suspension (minimum, 60 days), or termination of membership.
- D. A third infraction may result in expulsion from the club with a unanimous vote of the club's board. The offender has the right to request a hearing in front of the club's officers and may request a spokesperson (the spokesperson must be a member of the club in good standing).
- E. Membership is automatically terminated upon misuse or theft of club property or funds.
- F. The offender may, if they wish, appeal to the PebbleCreek HOA Board. The HOA Board has the right not to hear the appeal.

This code of conduct is not exhaustive, and it is the responsibility of each member and their guest(s) to uphold the spirit of this document and contribute to a positive and enjoyable environment for everyone associated with PebbleCreek Quilter

Approved by the Board 4/7/2025