

Texas Braunvieh Association – Code of Conduct

Effective Date: April 21, 2025

The Texas Braunvieh Association (“TBA” or “the Association”) is committed to fostering a professional, respectful, and inclusive environment. This Code of Conduct outlines the standards of behavior expected from all members, staff, volunteers, affiliates, and contractors.

I. Standards of Behavior

1. Respect and Dignity

All individuals interacting with the Association shall be treated with mutual respect, dignity, and courtesy, regardless of background, beliefs, identity, or role.

2. Integrity and Accountability

Members are expected to act with honesty and transparency in their dealings with the Association and the public. Misrepresentation, fraud, or deceit will not be tolerated.

3. Compliance with Laws and Policies

All members must comply with applicable local, state, and federal laws, as well as TBA policies including the Privacy Policy and organizational bylaws.

4. Protection of Confidential Information

Personal, proprietary, or confidential information—including junior member details, Social Security numbers, and registration data—must be protected and only used as authorized.

5. Ethical Behavior

Members must conduct themselves in a manner that reflects positively on the Association, avoiding any conduct that could be perceived as discriminatory, harassing, or harmful.

6. Professional Communication

All communication, whether written or verbal, must be professional and respectful. This includes emails, social media, association meetings, and interactions with the public.

7. Social Media & Online Conduct

Members should exercise discretion and professionalism in online posts, comments, and other digital interactions relating to the Association. Defamatory, harassing, or false statements about the organization or its members will be considered a violation of this Code.

8. Use of Association Resources

Association resources—including its name, logo, membership lists, communication platforms, or funds—must be used solely for official TBA purposes and may not be used for personal or commercial gain without Board approval.

9. Conflict of Interest

Any actual or potential conflict of interest, financial or otherwise, must be disclosed promptly to the Board of Directors. Conflict of interest includes, but is not limited to, using your position to influence decisions that could financially benefit you or your immediate family. For example, members should not vote on the selection of vendors where they or their family have a financial interest.

10. Child and Youth Protection

Members must comply with all youth protection standards outlined in the Privacy Policy, including obtaining verifiable parental consent before collecting or disclosing information about junior members under 13 years of age.

11. Volunteer and Committee Conduct

Members serving in volunteer or committee roles must act in the best interests of the Association. Expectations include regular attendance, active participation, confidentiality, and adherence to all TBA policies.

12. Breeder Registry Integrity

All members submitting data or participating in the Braunvieh registry agree to do so truthfully and accurately. Fraudulent submissions, misrepresentations, or manipulations of breeding records may result in permanent suspension or expulsion.

II. Reporting and Enforcement

1. Reporting Violations

Any suspected violation of this Code, including misuse of confidential data or unethical conduct, should be reported to the Board or designated Compliance Officer. Reports can be made confidentially and without fear of retaliation.

2. Whistleblower Protection

The Association prohibits retaliation against any individual who, in good faith, reports violations of this Code or cooperates in an investigation. Any form of retaliation will itself be treated as a serious violation.

3. Investigations

The Association will promptly investigate all complaints. Investigations will be fair, impartial, and respectful of privacy rights.

4. Disciplinary Actions

Violations of the Code may result in disciplinary action, including but not limited to:

- Warnings or reprimands
- Temporary or permanent suspension of membership
- Removal from events, committees, or leadership roles
- Legal action if warranted

5. Grievance & Appeal Process

Any member subject to disciplinary action may request a written explanation of the decision and may appeal to the Board of Directors within 30 days. The Board's decision on the appeal is final.

III. Event Conduct Policy

For shows, auctions, and any TBA-sponsored gatherings, the following standards apply:

- Participants must follow all event-specific rules, including registration deadlines, animal health requirements, and conduct codes.
- Alcohol and weapons are prohibited on show grounds unless explicitly authorized.
- All attendees must respect the authority of event officials.
- Disputes or rule violations may be addressed via an on-site grievance process or follow-up with the Board.

IV. Review and Updates

This Code of Conduct will be reviewed periodically and updated as needed to reflect best practices and legal requirements. Any amendments must be approved by the Board of Directors and will be communicated to all members.

V. Acknowledgment

All members must acknowledge that they have read, understood, and agreed to abide by this Code of Conduct upon joining the Association and annually thereafter.

VI. Contact for Questions or Concerns

Texas Braunvieh Association

P.O. Box 60, Canadian, TX 79014

Phone: (806) 217-0575

Email: info@texasbraunvieh.org

Website: www.texasbraunvieh.org