

This Code is modeled on and draws heavily upon the US Army Policy on Harassment for content. Prospective members are asked to acknowledge that they have read, understand and agree to abide by this Code of Conduct.

The PGOM Code of Conduct reads as follows:

- 1) As Patriot Guard of Montana leaders, it is our duty to provide and maintain an environment of trust and respect for human dignity where any form of harassment, including sexual harassment, will not be tolerated. We must reaffirm a commitment to an environment of mutual respect, dignity, and fair treatment.
- 2) Sexual harassment is defined in law and regulation. It is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Sexual harassment is present when such conduct is made a condition of a person's job or position in an organization, or when it creates an intimidating, hostile or offensive environment, or interferes with the performance of PGOM members or those we serve.
- 3) Any displays of disrespectful (verbal or physical) behavior towards other PGOM members or those we serve will not be tolerated.
- 4) Any incidents of actual or threatened violence towards other PGOM members or those we serve will not be tolerated and may be cause for intervention by local law enforcement depending on the severity of the incident.
- 5) Any PGOM member or civilian who encounters any unlawful harassment should report the incident through appropriate channels (Ride Captains, Assistant State Captains or State Captain, in order of convenience) every officer must ensure that every reported incident is investigated immediately and thoroughly with corrective action taken as appropriate. Reprisal against any PGOM member or civilian who reports such harassment will not be tolerated.
- 6) Any reported violations of the above code, if substantiated will be considered cause for disciplinary action up to and including immediate dismissal from PGOM and forwarded on to the PG Board of Directors at the national level which could result in the expulsion of the offending PG member from the Patriot Guard. Level of disciplinary action will determined by consensus of the PGOM Board of Directors subsequent to their investigation of the reported violation of this Code of Conduct.

Given the nature of our organization and the precepts that it was founded on, one would think that there would be no need for a document such as this. It wouldn't be necessary, that those who would join with us in our Mission would be of a moral and

ethical fiber eliminating the possibility of behavior less than honorable or respectful. Thankfully, in the PGOM such behavior has been extremely rare but it has happened. And it was of a serious enough nature to require the need for this written Code of Conduct to be brought into existence.

Respectfully,

Wes Lambert
Montana State Captain (Retired)
Patriot Guard of Montana
June 2014

Adopted:

Jim Cherney
Montana State Captain
Patriot Guard of Montana
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