



American Mulefoot Breeders Association, Inc.

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AMBA Code of Conduct

History of AMBA

Since its inception in 2013, the mission of the American Mulefoot Breeders Association, Inc. is to preserve and promote the American Mulefoot Hog. AMBA was formed in the Commonwealth of Virginia and registered as a non-profit, non-stock corporation with the State Corporation Commission in 2014.

Despite the challenges of serving a critically endangered livestock breed, AMBA provides services designed to preserve the American Mulefoot Hog by maintaining a Registry and Herdbook and networking platforms for members, including an online directory, website, and other online and social media presences.

The strength and vitality of AMBA must be preserved for the current membership and future generations by promoting values such as character and integrity in Herdbook preservation, proper breeding programs, and education in promoting and preserving the American Mulefoot Hog. AMBA's adoption and adherence to the breed standard developed by the American Mule-foot Hog Record Association, 1913 "Judges Scale of Points", National Association of Expert Judges of Swine, the published Breed Standard of 1917, and the American Mulefoot Hog Association & Registry, are the benchmarks used.

Purpose of AMBA's Code of Conduct

- Provide a democratic and orderly process to address activities that may have a negative impact on the integrity, operation and long-term health of AMBA.
- Promote values that maintain the strength longevity of AMBA.
- see: ByLaws, Article IV, Membership

Grounds for Disciplinary Actions:

- Theft or any other action that impacts or compromises the financial integrity of the American Mulefoot Breeders Association, Inc.
 - proprietary or copyright protected materials theft, use or misuse without express and written permission by the Directors
 - misappropriation of name, symbol, logo or content of website or communications
- Organized or individual attempts to purposely and maliciously slander or discredit the integrity or stature of the American Mulefoot Breeders Association, Inc., its Officers, Directors and/or members in an excessive manner.
 - includes promoting or publishing protocols not adopted by AMBA
 - maligning or denigrating official duties or procedures of AMBA in order to discourage membership or participation by current, future or past members
- Misrepresentation of the American Mulefoot Breeders Association's credentials, logo, property, etc. for the purpose of personal or professional gain.
 - member breeders in good standing can use AMBA promotional materials, not limited to banners, promotional cups, brochures, etc., in their personal breeding program promotion

- member breeders in good standing can request AMBA logo for use on their website with appropriate explanation that they are members of the association and not representing to 'be' the association. Written request and approval is required.

- Discrimination and harassment in any form including, but not limited to: e-mail, phone, private message, text, person-to-person, social media or any other form of communication, etc. and includes, but is not limited to: discrimination and harassment based on race, color, religion, gender, sexual orientation, physical abilities/disabilities, or national origin.
 - this policy can be updated to include other federally or state (Virginia) protected classes
 - includes published comments about other member/breeder's family, farm, breeding program or process, and location, etc., directly related to the American Mulefoot Hog, membership in AMBA, or service in the association, etc.
- Violence or threatened acts of violence.
 - subject to local and state law enforcement notification
 - false accusations will be considered Code of Conduct violation
- Any additional actions that result in a significant negative impact to the American Mulefoot Breeders Association, Inc.
 - social media, email and website traffic algorithms shall be used to note significant down turns
 - membership, member participation, and registration analysis that reflect negative impact
 - conduct considered by the Board to be contrary to the stated purposes or detrimental to the integrity of AMBA, including breeding or registering ineligible or disqualified stock, Article IX.3.
 - conduct that detracts from, devalues, diminishes or hinders the work of AMBA
 - practice procedures that contradict or are in conflict with the ByLaws of AMBA, including falsifying documentation, presenting disqualified stock as purebred for registration, swapping tags or certificates with buyers, sellers or breeders with the intent of gaining registration documents, Article IX.3.

Procedure for Addressing Code of Conduct Violations:

- The Board of Directors and Officers will conduct an appropriate hearing to validate or disprove any of the above violations.
- The process for addressing Code of Conduct violations reported by members of the Association will be governed by Article IV, Membership, Sections 7-9, Suspension, Expulsion, Repeal or Reprimand.
- Any other Code of Conduct violation will be governed by Article IV, Sections 7-9 of the ByLaws.
- Disciplinary action, as agreed upon by 70% majority of Board members, noted in Article IV Membership, Section 4.8 Expulsion, subsections a & b, will be communicated to the defendant by the Chairman of AMBA.

Potential Disciplinary Actions:

Any member who fails to adhere to the AMBA Code of Conduct is subject to disciplinary actions, including, but not limited to, the following:

- Verbal and/or written warning issued by the Chairman, Vice-Chairman, or other Director or appointed Officer of the AMBA organization.
- Expulsion or membership suspension for one-year, including acceptance of resignation.
- Publication to Directors and membership of Code of Conduct violation, maintained in permanent member file, available upon request.
- Board of Directors reserves the right to not accept, approve nor promote persons deemed guilty of Code of Conduct violations for volunteer or elected positions for a term determined at their discretion. (see 4.9.a)