

Italian American Citizens Club of Oyster Bay (IACCOB)

**48 Summit Street, Oyster Bay
New York, 11771
(516) 922-9744**



A 501 (C)(7) Organization
Code Of Conduct

The Italian American Citizens Club of Oyster Bay (IACCOB) is a not-for-profit social club. As a private membership social club, the proper treatment of fellow members, and members guests is crucial for the maintenance and development of club members. Any form of discriminatory behavior and/or criminal acts, or other behavior that could be reasonably deemed to be of a harassing nature against the members of the IACCOB, the ladies Auxiliary, and/or their guests, is strictly prohibited. No member shall engage in any hostile, threatening, or denigrating behavior.

Bartender members at the IACCOB and other members acting in a staff capacity are volunteers and shall be treated properly and politely by all members and guests.

The IACCOB has existed legally as a 501(C)7 organization since 2004, a N.Y.S. corporation since 1932, and has been in existence since 1906. The organization has a reputation of community service long established and enjoys the good will of its neighbors. No member shall engage in such behavior that would reasonably be deemed to demean, denigrate or otherwise damage the reputation of the organization within the community.

The IACCOB is licensed by the N.Y.S. Liquor Authority. No member shall engage in any behavior that could jeopardize the existence or renewal of said license. It is further acknowledged that the volunteer bartenders, staff, and board officers have the authority to refuse service to any member who appears to be visibly intoxicated.

A crucial source of finances/operating expenses is the receipt of membership dues and other assessments. Members shall pay the yearly dues timely.

Members shall keep the board of directors apprised of all of their most current contact information.

It is understood, agreed and acknowledged that membership privileges may not be assigned to non-members, and such privileges shall not be used for private member gain, which in any way would violate this code of conduct. Guests of members are granted

hospitality privileges on a temporary and limited basis and shall have no other rights with respect to membership in the IACCOB. Guests shall be obliged to follow all of the behavior mandates of the code of conduct which are imposed upon the members.

PROCEDURES FOR VIOLATION OF CODE OF CONDUCT

With respect to any alleged violations of this code of conduct, or otherwise of any established rules, bylaws and regulations, said allegations shall be brought to the attention of the board of directors by a member. In the event any member of the board of directors has been alleged to engage in violation of this code of contact, such allegations shall be relayed to the president of the IACCOB board. If the allegations are made against the president, such shall be reported to the vice president of the board who shall inform the remainder of the board.

Prior to making a determination with respect to the consequences of any violation to have been committed, the board shall have the power to require evidence of such violation be submitted to them, and may, at their discretion hold a hearing with respect to such violation. the member alleged to have committed the violation shall have the right to be heard and submit evidence in his defense. At the termination of a hearing, a determination with respect to the allegation(s) shall be rendered by the board. Such determination shall require a 2/3 vote of the board.

In the event a violation of the code of conduct is determined, a majority vote of the board shall determine the appropriate sanctions to be imposed upon the violating member. Such sanctions may range from a letter of censure to permanent expulsion from the IACCOB and is in the board's sole discretion. Such sanctions shall not be appeal able.

The code of conduct has been developed to ensure that the club is a safe, friendly environment. This code of conduct differs from and is distinctly separate from the club bylaws.