

Carquinez Model Railroad Society

Standing Rule A10 - Code of Conduct

A. Scope

1. This Standing Rule defines the Code of Conduct promoting positive interactions and teamwork within the CMRS and with the public.
2. This is a Class A Standing Rule.

B. Membership Interaction Philosophy

1. The CMRS is a club composed of people with a common and shared interest in trains and model railroading. Club members collectively bring to the CMRS diverse perspectives and experience, and the CMRS benefits when these are shared and respected to develop the best approaches and solutions for the CMRS.
2. It is not expected that all members will always have the same opinion on a subject. By its nature, a successful club relies upon compromise as all members cannot “have it their way.” However, having constructive conversations during meetings and between members is recognized as a positive way to arrive at a consensus – what all members can live with. An unwillingness to consider and discuss alternate points of view compromises the ability of the membership to arrive at the best solutions for the CMRS.
3. The CMRS is open to the public, adults and children. Members should always conduct themselves in a manner that is respectful and creates a positive impression with the public.

C. Conflict Resolution

1. When two members have a disagreement, they are encouraged to discuss their issues directly. They may engage a neutral member, Superintendent, or Board member to help facilitate a calm resolution.
2. If this is not successful in reaching a mutually acceptable resolution, then the members should engage the President and, if needed, the Board.
3. If the members are not able to reach resolution with the assistance of the President, then the Board shall vote on the matter to achieve resolution.

D. Expected Behaviors

1. The following behaviors are expected of all members:
 - a. Mutual respect of persons and property.
 - b. Civility in meetings and during discussions with other members and the public at all times.
 - c. Open communication.
 - d. Respect CMRS and other member’s property.
 - e. No unilateral changes to the model railroad or previously approved modifications.

E. Unacceptable Behaviors

1. The following behaviors are unacceptable:
 - a. Swearing, yelling, or otherwise directly or indirectly abusing another member or the public.
 - b. Intentional or reckless damage to CMRS or another member’s property.
 - c. Any actions, public or private, that harm the image of the CMRS.

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F. Enforcement Mechanisms

1. The purpose of enforcement shall be to have a documented process that seeks to modify a member's behavior to align with the best interests of the CMRS.
2. The purpose of documenting the process is to provide the member, the current Board, and the succeeding Board, a record of the reconciliation process.
3. Each infraction of the code of conduct shall be considered one infraction.
4. Infraction(s) may trigger the following steps:
 - a. First Infraction – The offending member(s) shall have a private meeting with the President or any Director with the knowledge of the Board.
 - b. Second Infraction - The offending member(s) shall have a private meeting with the Board, documented in Board meeting minutes without disclosing the member(s) involved by name to the membership.
 - c. Third Infraction - The offending member(s) shall receive a written letter from the Board warning that all membership privileges (entry without prior arrangement, key, voting, use of model railroad and tools; locker and drawer use is not forfeited) are suspended for sixty days from the date of the letter and that further action may result in termination proceedings. The membership shall be notified that the offending member(s) has (have) been suspended for a third infraction of the Code of Conduct.
 - d. Fourth Infraction – The Board may begin termination process as defined in Standing Rule A2 - Membership.
5. The escalation to the next level of disciplinary actions and the clearing of past infractions shall be dependent on the nature and frequency of the infractions and as determined by the Board.

End of Rule