

## Code of Conduct

Summit County Agricultural Society (SCAS) is an agricultural expositions and youth-serving, community-based organization dedicated to providing a show place for youth and adults. Participation in the organization's programs is subject to the observance of the organization's rules and procedures. The activities outlined below are strictly prohibited while representing the SCAS, while on the job or performing any duties. Any participant or staff member who violates this Code is subject to discipline, up to and including discharge.

- Use of foul, vulgar, inappropriate language or gestures towards a board member, staff member, employee, volunteer or another participant.
- Possession or use of alcoholic beverages on SCAS property or reporting to the program while under the influence of drugs or alcohol. Officials/ Directors off duty and at their place of residence on the fairgrounds during the fair are exempt.
- Possession or use of illegal drugs on SCAS property or reporting to the program while under the influence of drugs.
- Bringing onto SCAS property dangerous or unauthorized materials such as explosives, firearms, weapons or other similar items, unless permitted by Federal or State Law.
- Discourtesy or rudeness to a board member, staff member, employee, volunteer or another participant.
- Verbally, physically or visually or sexually harass another board member, staff member, employee, volunteer or another participant.
- Actual or threatened violence toward any individual or group.
- Conduct endangering the life, safety, health or well-being of others.
- Failure to follow any agency policy or procedure.
- Taking unfair advantage of any participant thru bribery, blackmail, bullying, intimidation or belittling.
- Inappropriate dress
- Destruction of property (ie, graffiti, etc...)
- Posting, listings, pictures that are deemed inappropriate on fairgrounds or on social media forums.
- Steal or be in possession of stolen property
- Commit a felonious act

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## Consequences of misbehavior

- Notification to appropriate member, volunteer, participant, employee/ staff. The adult, youth and/ or volunteer involved in the violation will be notified or made aware of the violation by the SCAS Executive Committee or the SCAS Board of Directors.
- Dismissal from the event and/or Summit County Fairgrounds
- Restricted and/or prohibited from participation in future events
- Paying for financial cost of damages and repairs for damages or the destruction of property
- Released to the nearest law enforcement agency and/or the proper authority
- Removal from the SCAS Board of Directors or club organization
- Premiums or prize monies maybe forfeited upon SCAS Board Ruling

I have read and I understand the SCAS Code of Conduct. I agree to abide by the rules described above and understand that I may be removed as a participant if I violate any of these rules.

Signature \_\_\_\_\_ Date \_\_\_\_\_

Witness \_\_\_\_\_ Date \_\_\_\_\_