

NJ BASS NATION CODE OF CONDUCT

This document will stand as the code of conduct for all members of the New Jersey BASS Nation. It applies to all club members, irrespective of their membership type, their role or office they fulfill.

Deviation from this code may ultimately result in the termination of membership. The NJBN Board has the right to eliminate the entitlement of any membership if the member fails to meet the criteria outlined within the Code of Conduct.

The NJBN “Code of Conduct” is as follows;

- Members will **respect** and follow all rules, regulations and by laws provided by the NJBN (New Jersey Bass Nation). These By Laws will be noted, practiced and governed by all of the organization membership.
- All members will support, respect and act with dignity in any/all activities involved with NJBN inclusive of Tournaments, Meetings, Events and any forum involving the NJBN.
- Board members will act with **fairness** and in the general interest of the organization. They will not use their position to unfairly benefit themselves, another angler, or club.
- All members will prohibit sponsors or anyone else under their supervision and/or partnership from engaging in any practice which violates the described Code of Conduct.
- Members will respect other members; their well-being, property, race, religion and sex.
- Members will act with **honesty** and not engage in fraud, deceit or misrepresentation.
- Members will show **courtesy** and respect towards other members while engaging in tournaments, meetings, gatherings or any form of communication. Members should be conscious of another member when fishing in close proximity. Acceptable space is defined as 25 yards from another boat.
- Members should display **ethics** when fishing. While this is difficult or nearly impossible to enforce, we should treat others as you would like to be treated. Ethics are defined in the Definition section of this document.
- Members will support the organization by encouraging participation and membership.
- Board Members must meet their agreed **responsibilities** pertaining to their position.

- Members will NOT verbally and negatively discriminate or slander the organization or membership in any public forum or social media. Concerns, conflicts, quorums, or protests will be addressed appropriately at NJBN meetings or personally discussed / disputed with official board members of the NJBN.
- Members will not utilize social media to voice complaints or concerns as this could negatively impact the NJBN, its membership, or our sponsors.
- The NJBN will respect the constitutional right to freedom of speech and expression. While email is a means of communication, members will not utilize email as a forum to attack or slander other members. It is recommended that complaints or addressing issues be left for meetings and in person discussions. Be considerate and avoid spamming all members with material that they may find offensive or unnecessary chatter.
- Members will not “Threaten” any membership with violence, actions or verbal comments while representing the NJBN during tournaments or any affiliated events involving the NJBN. Disputes should be handled in a discreet, dignified manner and not become a public display of hostility. There is a zero-tolerance policy on physical threats or physical actions towards another member. Physical confrontations will result in termination of membership for the offending party or parties.
- Members will operate their vehicles and boats responsibly and safely as to avoid damage to all persons and personal property.

Definitions

- **Respect**: Respect is demonstrating a high regard for one's self, others, and the resources entrusted to them. Those resources may include people, money, reputation, the safety of others, and natural or environmental resources. An environment of respect engenders trust, confidence, and performance excellence by fostering mutual cooperation — an environment where diverse perspectives and views are encouraged and valued.
- **Responsibility**: Responsibility is taking ownership for the decisions one makes or fails to make, the actions one takes or fails to take, and the consequences which result.
- **Fairness**: Fairness is making decisions and acting impartially and objectively. A member's conduct must be free from competing self-interest, prejudice, and favoritism.
- **Honesty**: Honesty is understanding the truth and acting in a truthful manner both in one's communications and in one's conduct.
- **Ethics**: Moral standards or values. To think ethically is to steer your thoughts towards compliance to the rules, contributions you can make, and the consequences of your actions which could result.
- **Courtesy**: characterized by graciousness; considerate towards others. It means being polite or duly respectful with others according to the social norm. Courteous implies voluntary, generous consideration, which is of a helpful nature. It's also having regard for the needs or feelings of others.

Procedure for handling Violations

Members must inform a board member of any violations of this Code that come to their attention within 24 hours of the incident.

Any member may submit a good-faith concern or complaint regarding an incident or ethical matter fear of retaliation of any kind. Retaliation will be dealt with as a violation of our Code of Conduct.

Officers of the NJBN who observe or become aware of a situation they believe to be a violation of the Code have an obligation to report the matter. This is not left to their own discretion.

Incidents will be documented by the Secretary for review by all parties involved before turning over the investigation to the board.

Violations will be addressed on a case by case basis with the exception of No Tolerance violations.

Violations will be investigated and reviewed jointly by all the board members. The Board will render a decision and will take appropriate action within a reasonable amount of time not to exceed 30 days.

Notwithstanding severe infractions, the first step in a code of conduct violation is a warning. The board will discuss the incident with the person in violation and specify the consequences of repeated infractions. If the member repeats the action, the board may put the member on a probationary period by temporarily suspending membership or tournament participation and warn the member that membership termination may result from repeated occurrences. If the member violates the code again, he will be terminated.

No code or policy can anticipate every situation that may arise, or replace thoughtful and ethical behavior. Members are encouraged to bring questions about particular circumstances that may implicate one or more of the provisions of this Code to the attention of the NJBN Board.