

Code of Conduct for the Morrow County Agricultural Society

The Morrow County Agricultural Society (MCAS) is an agricultural expositions and youth-service, 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 MCAS, while on the job or performing any duties. Any participant or staff member who violates the 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 MCAS property or reporting to the program while under the influence of drugs or alcohol. Officials/Directors off duty and at the place of residence on the fairgrounds during the fair are exempt.
- Possession or use of illegal drugs on MCAS property or reporting to the program while under the influence of drugs.
- Bringing onto MCAS 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 other participant.
- Verbally, physically, 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.
- In appropriate dress (ie short shorts, low cut tops, short skirts, top with vulgar graphics or wording).
- Destruction of property (ie graffiti, etc...).
- Posting, listings, pictures that are deemed inappropriate regarding the fair/ fairgrounds on social media forums.
- Steal or be in possession of stolen property.
- Commit a felonious act.

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 MCAS Executive Committee or the MCAS Board of Directors.
- 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 MCAS Board of Directors or club organization.
- Premiums or prize monies may be forfeited upon MCAS Board ruling.

Complaints to be brought before a Review Committee. Both sides of the complaint to be heard/reviewed by the committee and any necessary action will be determined by a majority vote of the committee. Committee to be made up of MCAS President, MCAS Vice President, 2 MCAS Board Directors, and 1 member appointed by MCAS President. NOTE: Department head and 1 Jr. Fair Advisor/Member may be asked to participate if the situation deems their involvement.

I have read and I understand the MCAS 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: _____

Printed Name: _____

Witness: _____

Date: _____