

Appendix E

MOSAIC OUTDOOR CLUBS OF AMERICA

CODE OF CONDUCT (Exhibit A)

Mosaic Outdoor Clubs of America ("MOCA") and its affiliated clubs (collectively "Mosaic") are committed to providing participants in Mosaic events with a safe and enjoyable environment. MOCA expects all participants to act as adults in a responsible and ethical matter. Rather than try to define every possible detail and circumstance, the purpose of this Code of Conduct is to provide a general statement and guidelines. MOCA relies on the good judgment of MOCA's representatives, event leaders and the MOCA Board to provide guidance and appropriate action in specific instances.

1. MOCA expects all participants to treat others with respect and courtesy. This includes other participants, leaders, event staff, camp staff and outside service providers. Participants in Mosaic events and activities should be cooperative, polite and act in a safe manner. Participants should display a positive attitude and have respect for the enjoyment of others.
2. Participants are expected to dress appropriately for the activity in which they are participating and to bring the suitable gear and supplies, including food and drink where appropriate. Participants should listen to and follow the instructions of guides or instructors when provided. Participants should be aware of their physical strength and ability and only select activities that they are able to do safely.
3. Participants should not harass, intimidate or participate in unsafe or inappropriate behavior. Prohibited behavior includes, but is not limited to, the following:
 - Sexual Harassment: Unwanted sexual advances, requests for sexual favors and other inappropriate verbal or physical conduct of a sexual nature.
 - Intimidation: Physical or verbal conduct that causes a person to reasonably fear for his/her safety or the safety of others.
 - Defamation: A communication that is intended to harm a person's reputation or to hold a person up to ridicule, scorn or contempt.
 - Derogatory Language: The use of slurs or derogatory language regarding race, ethnicity, gender, national origin, religion, age sexual orientation or disability.
 - Threats: Physical or verbal conduct that creates a reasonable expectation of bodily harm to themselves or others, or damage to the property of another.
 - Act of Violence: A physical act, whether or not it causes actual bodily harm to another person or damage to the property of another.
 - Illegal Drugs: The use or possession of illegal drugs or other substances at Mosaic events and activities.
 - Fraud: Any fraud or illegal activity in the conduct of Mosaic business, or the embezzlement or misdirection of Mosaic funds or other assets for non-Mosaic use.
4. Participants are expected to follow the direction of Mosaic leadership, including the leaders of individual events and activities. Participants shall not: interfere with leaders in the conduct of their duties and responsibilities; require unreasonable supervision, monitoring and/or care.

5. Proselytizing shall not be permitted during Mosaic events. MOCA expects all participants to respect others' beliefs and religion.
6. Participants are expected to obey all applicable laws and to respect private and public property.
7. When possible, participants should use environmentally sound practices to minimize our effect on the outdoors. These practices include: staying on trails; not littering; proper sanitation, etc.
8. Violation of this Code of Conduct may result in appropriate action, including, but not limited to removal from the activity, expulsion from the event and suspension from future MOCA activities. If practical, violators of this policy will be given warnings of their violations, however, a warning is not required prior to appropriate action being taken.
9. In cases of violations, the following procedure should be used to determine appropriate action:
 - a) Violations of this Code of Conduct should be reported to the event leadership, or to a member of the MOCA Board as soon as practical.
 - b) For minor violations, the person to whom the violation is reported may talk to the accused and give that person a verbal warning. Any such minor incidents should be reported in writing to the MOCA Disciplinary Committee and/or board of directors.
 - c) Where appropriate for serious violations, a resolution committee should be convened at the earliest practical opportunity, preferably at the event at which the problem occurred. The resolution committee should be constituted of at least 2 people with a committee of 3 people preferred. In constituting the resolution committee preference should be given to the following people in order of preference:
 - i. The leader(s) of the event;
 - ii. Members of the MOCA Disciplinary Committee;
 - iii. MOCA board members;
 - iv. Former MOCA board members.
 - d) The resolution committee should make every attempt to meet in person however if this is not possible a meeting held via teleconference is permissible.
 - e) The person(s) accused of violation of the code of conduct should be invited to the resolution committee to explain their actions and respond to any questions the resolution committee may have. In addition, the resolution committee may hear from other persons involved in or witnessing the incident.
 - f) The outcome of the resolution committee should be communicated to the accused and a summary of the meeting and the outcome of the meeting will be sent to the MOCA board within 7 days of the meeting. Where necessary, such as removal of the person from an event in progress, the decision will be implemented by the resolution committee as soon as practical.
 - g) All decisions will be made at the discretion of the resolution committee.
 - h) In cases where the decision of the resolution committee is not accepted by the accused, an appeal by the accused may be made in writing to the MOCA board. In this case, the MOCA board shall make a final decision of the outcome at the next scheduled Board Meeting. The accused should be notified in writing of the decision rendered by the MOCA Board. Unless the MOCA Board shall specifically decide otherwise, the decision of the resolution committee shall continue to be implemented until a final decision of the MOCA Board has been rendered.

i) The President of the "home club" of the person who has been proven to be in violation of this code will be notified in writing within 30 days.