

Amendment to the Ohio Valley Homebrewers Association Club Bylaws: Code of Conduct and Removal of Members for Behavior Issues

Article [XI] - Responsibilities and Code of Conduct

Membership in the Ohio Valley Homebrewers Association Club is voluntary. All members shall be accountable for their own actions and accept all responsibility for the consequences of those actions, including any consequences arising from the consumption of alcohol. Each member shall agree to behave and drink responsibly at all Club events, and to indemnify and hold harmless the Ohio Valley Homebrewers Association and its members and meeting place (including owners and employees) against any and all liability resulting from that member's actions.

Members shall respect and comply with the rules, property, and staff of its meeting place or other host before, during, and after any meeting or event, and shall follow any instructions from its staff.

Members that show signs of intoxication or disorderly conduct may be required by any member of the Board of Directors or the staff of its meeting place to leave the event and may be subject to further action (including possible suspension or termination of membership) by the Board of Directors.

Members leaving a Club meeting or event shall not drive while intoxicated and must arrange or accept arrangements for a designated driver or other safe transportation.

No individual member or any member of the Board of Directors, nor any authorized representative of the Ohio Valley Homebrewers Association shall be personally liable for any debt or obligation of the club.

No member shall receive compensation for services rendered to the club except as otherwise approved by the officers of the club. A member may be reimbursed for properly documented expenses which were reasonably incurred on behalf of the club, subject to prior approval of the club officers.

Failure to comply with the Code of Conduct shall constitute a review of membership and may result in temporary suspension of membership or privileges, expulsion, or in the case of damage, restitution.

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ARTICLE [XII]: Member Conduct and Removal

1. Purpose: The purpose of this amendment is to provide a clear and fair process for the Ohio Valley Homebrewers Association (hereafter referred to as "The OVHA") to address behavior issues exhibited by its members and, if necessary, to take appropriate action, including the removal of a member from the OVHA.
2. Behavior Issues Defined: Behavior issues shall encompass actions that disrupt OVHA activities, events, or meetings; harassment or discrimination towards other members; engagement in illegal activities related to brewing or otherwise; repeated violations of OVHA bylaws, policies, or guidelines; and any behavior that adversely affects the OVHA's positive and inclusive environment.
3. Procedure for Addressing Behavior Issues: a. Reporting: Any member of the Association may report behavior issues to the Board of Directors (hereafter referred to as "the Board"). Reports should include a detailed description of the incident(s), relevant evidence, and the names of parties involved.

b. Board Decision: Upon receiving a behavior issue report, the Board shall convene to deliberate and make a decision. Possible outcomes may include, but are not limited to:

- Issuing a formal warning or reprimand to the member.
 - Mandating the member's participation in a behavior improvement plan.
 - Temporarily suspending the member's privileges for a specific duration.
 - Expelling the member from the OVHA.
4. Appeal: A member subjected to disciplinary action, including suspension or expulsion, may appeal the decision to the Board within 30 days of receiving the notification. The Board shall review the appeal and may, at its discretion, reconsider the decision based on new information or extenuating circumstances.
 5. Confidentiality: All information pertaining to behavior issue reports, investigations, and disciplinary actions shall be treated with strict confidentiality by the Board and all parties involved.
 6. Amendment Ratification: This amendment shall be deemed effective upon ratification by a two-thirds (2/3) majority vote of the Board members present during a regular Board meeting.

By implementing this amendment, the Ohio Valley Homebrewers Association aims to foster a supportive and respectful environment that encourages the pursuit of homebrewing knowledge and camaraderie among its members, while also upholding the Association's reputation and values.

Date of Ratification: [Date]

President: [President's Name]

Secretary: [Secretary's Name]