

POLICY No. 6-24

DECORUM POLICY

PURPOSE OF POLICY:

To establish guidelines on proper behavior during all Inland Power meetings to ensure an atmosphere free of slander, threats of violence, intimidation or use as a forum for political agendas.

POLICY CONTENT:

General

As a member-owned cooperative, member participation is valued and respected and individuals should be allowed to state opinions. Any business meetings or functions of the cooperative, whether conducted on or off premises, shall be conducted in a professional and courteous manner. During all board meetings and formal member meetings we will follow Robert Rules of Order as adopted by the board. For the purposes of this policy, participants collectively included the board of trustees, employees, members and any other attendees. This policy applies to all participants at any cooperative business meeting or function.

Participants in any business meeting or function shall maintain an environment free of abusive, slanderous or bullying behavior. To protect the security and safety of persons attending such meetings, all participants shall respect an individual's physical space and refrain from any form of physical intimidation or abuse. Any behavior demonstrating or threatening violence, attack or physical abuse is not tolerated.

Trustees and Inland Power employees shall maintain order and preserve the decorum of any business meeting or function conducted on or off the cooperative premises.

Meeting participants may not display placards, bumper stickers, signs or other campaigning, or political advocacy materials within the premises of a meeting or function, other than those materials displayed on the individual participant's body or clothing.

Meeting participants shall refrain from disruptive behavior. Distracting, irrelevant or unrelated subject matter, personal or character attacks or improperly sidetracking the attention of other participants are examples of disruptive behavior.

Annual Meeting and Campaigning

Members may not engage in campaigning on Inland Power premises. Inland Power premises include parking lots, the exterior and interior of Inland Power-operated facilities or those same areas of any

facility where a member meeting or board meeting is conducted. During the annual meeting members may campaign in areas designated by the general counsel for campaigning at Inland Power events.

“Campaigning” is: the distribution of materials, designed to influence the outcome of a cooperative election, direct communications to members designed to influence the outcome of a cooperative election, including gathering of signatures on petitions; displays of placards, bumper stickers, signs or other campaign promotional material, other than those displayed on vehicles or on wearing apparel or accessories.

Violations of Policy

The president of the board, CEO or responsible cooperative employee shall maintain order and preserve the decorum of any meeting.

When a member or participant behavior repeatedly violates this policy, is severe, or threatens physical safety or property, the presiding officer or responsible cooperative employee may remove the member or participant from Inland Power premises, meetings, functions or discussions.

Upon repeated or severe violations of this policy, the presiding officer, CEO, or responsible cooperative employee may prohibit a person from attendance at Inland Power meetings, functions or discussions. The duration of the prohibition shall be based upon the severity and nature of the violations.

To protect the safety and security of persons and property, the presiding officer or CEO may take all necessary actions to investigate and make determinations about violations of this policy.

The president of the board or CEO is authorized, on behalf of the cooperative, to seek appropriate law enforcement assistance and to seek other action as each may determine necessary to enforce this policy.

RESPONSIBILITY FOR IMPLEMENTATION:

The CEO is responsible for ensuring participant compliance with this policy during cooperative events.

POLICY APPROVAL DATE 9/01/16

POLICY EFFECTIVE DATE 9/01/16



Kristina Bahr, President
Board of Trustees