

NEW BRITAIN CHESS CLUB

CONSTITUTIONAL AMENDMENT

CODE OF CONDUCT



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Foreword

The officers and the tournament directors of the New Britain Chess Club have decided that they want, for the benefit of the chess club, a standard of member conduct as part of the club's constitution. This initiative to incorporate an accepted code of conduct into the NBCC Constitution is unilaterally an act of the club's officers and tournament directors. This change is being made with the understanding and appreciation that the general level of behavior at the club is already warm and civilized.

Amendment

The purpose of the New Britain Chess Club, hereinafter referred to as the "club," is to provide an organization and a venue to play and promote chess. Some promotional activities include events held outside the venue of the club. These events can be social gatherings or events sponsored by the club. One of the principal responsibilities of the club's board of directors, hereinafter referred to as the "board," is to provide a venue and sponsor events in a safe and comfortable atmosphere for the membership.

In keeping with this responsibility, the board has set forth a code of conduct, hereinafter referred to as the "code," that applies to all members. Any member who pays dues and receives a membership card agrees to the terms of the said code. Anyone who does not abide by the terms therein may face disciplinary action up to and including revocation of membership in the club. While the board recognizes individual freedom and diversity, the board encourages sensible and considerate behavior based on mutual respect and common sense.

For its code model, the board draws upon common practices followed in the business world. In addition, the board will refer to and draw guidance from the official rules of the USCF. The goal of the code is to provide guidelines and remedies to the board for specific instances of misconduct. In short, any behavior that prevents another member from enjoying club benefits, chess competition, or social intercourse with other members is prohibited. Some of these behaviors would include poor sportsmanship, as evidenced by taunting a player who loses, actual physical fighting, except in defense of an attack, threatening words or actions, sexual harassment, sexual approach to a minor, and any slander or insult directed at race, ethnicity, religion, political affiliation, or sexual identity. Cooperation with tournament directors and a graceful acceptance of their decisions is a requirement of acceptable conduct.

In the spirit of free speech, the board encourages healthy and vigorous debate on club issues. Members should be mindful of the rights of others to be heard. During the course of business meetings, the board follows normal protocol for meetings. Members should speak after being recognized by the meeting's chairman and refrain from interrupting others until so recognized. Moreover, the board expects the membership to conduct debate in a civil and courteous manner. Any debate or actions that fall outside this definition of proscribed decorum the board may deem as hostile activity. Hostile activity can be construed as serious misconduct by the board. These hostile activities include actions which disrupts the club or the board from conducting its normal business activity. Some examples include continued unsolicited e-mail after a recipient has opted out, disruptive behavior during meetings and/or referendums, attempting to influence elections via pressure tactics that voters find repugnant, or using club resources or property for personal or pecuniary gain.

Any incident of misconduct witnessed by or reported to the board is subject to immediate review. The board's response depends on the situation at hand and the seriousness of the misconduct.

The board, wherever practical, will follow a progressive disciplinary process. This process will begin with verbal warnings and, if necessary, be followed by written warnings. If written warnings go unheeded, there is the final possibility of suspension of membership or banishment. The board reserves the latitude to immediately implement suspension or banishment in the event of particularly egregious or criminal misconduct. All disciplinary decisions are made exclusively by the board. These decisions are not subject to membership vote.

In the event of suspension or banishment, the accused has the right to appeal. During a private hearing with the board, the accused will have an opportunity to produce evidence that refutes charges of misconduct. In the case of suspension, the affected member may reapply for membership after a time specified by the board. Banishment is understood to be permanent and irreversible, pending any appeals. The banished member can regain membership with evidence that proves beyond doubt of innocence of misconduct. The board has the sole responsibility to determine the validity of the evidence. If the board finds the evidence presented in the course of an appeal unpersuasive, banishment is final.

This amendment will go into effect beginning at the start of the club meeting of Tuesday, October 6, 2009.

The following officers and tournament directors ratify this amendment on this day of October 6, 2009.

Joseph Mansigian, President of New Britain Chess Club

Robert Kozlowski, Vice President of New Britain Chess Club

Marcus Komons, Secretary of New Britain Chess Club

Andris Strazdins, Treasurer of New Britain Chess Club

Randall Shane, Tournament Director

Emily Rose Pond, Tournament Director

Edward Scimia, Tournament Director

Alan Pinto, Tournament Director

Douglas Pence, Tournament Director