

# **Carolina BrewMasters (CBM)**

## **Code of Conduct**

### **Code of Conduct policy:**

- Members accept individual responsibility for their conduct and behavior. The club neither assumes nor accepts responsibility for an individual's actions. Members are expected to meet behavioral expectations as outlined below.
- Conditions of "Homebrew Safety Announcement" currently used at meetings should be adhered to at all CBM events (see back page).
- Members are responsible for portraying a positive public image for the club and the craft of homebrewing at all times, and shall refrain from inappropriate behavior at CBM membership meetings, functions, and all public events where CBM members are present.
- Members are expected to respect each other and behave in a civilized fashion, including common sense rules for public behavior, personal interaction, and respect for public and private property. This expectation includes, but is not limited to, refraining from the following:
  - Any behavior which endangers the safety or health of the member and/or others, particularly with regard to excessive consumption of alcoholic beverages;
  - Violations of any local, state, and/or federal laws;
  - Use of abusive, hostile, or otherwise inappropriate language towards children, members, or the public in general during club meetings, functions, and public events;
  - Any behavior that reflects poorly on CBM or the hobby of homebrewing.
- Members shall refrain from use of CBM name, emblem, endorsement, or property for promotional purposes other than those specifically approved by the Board of Directors and/or the membership. No member, volunteer, or other affiliate shall employ the CBM name, emblem or other implied endorsement in connection with partisan politics, religious matters, or positions on any public issue not approved by the Board of Directors and/or membership.
- The club reserves the right to deny membership to, censure, suspend or expel any individual or club member who willfully creates disharmony or behaves in a manner contrary to order, discipline or the tenants of the Code of Conduct.

### **Process for action regarding allegations of misconduct:**

- Acts of misconduct should be reported to Vice President Recruitment, President or any CBM Board Member
- Violations of Code shall automatically be reviewed by the Board who will discuss the appropriate action based on the nature of the club member's offenses.
- The member accused of questionable acts will be given the opportunity to explain themselves to the Board.
- Levels of Board action can include:
  - Probation – CBM member can attend events and conduct themselves as other members under the Code.
  - Suspension – CBM member can not attend events.
  - Expulsion – the Board deems member's actions are offensive enough such that a permanent ban from the club is warranted.
  - 3 to 12 months of time for probation and suspension will be agreed upon by the board based on the inappropriateness of the club member's offenses.
- Egregious offenses may warrant immediate temporary suspension at the behest of the standing club President until later Board review. The Board will meet as soon as possible to review the situation.

**(over)**

## **The CBM Homebrew Safety Announcement**

First and foremost, we are a Homebrew and Beer Appreciation club, not a Beer Drinking club.

1. Please allow club members' homebrews to be sampled first once we break from the business portion of this meeting. As much as we like and appreciate sampling commercial beers please wait for about 45 minutes or so before opening commercial brews to give club members an opportunity to receive feedback on the fine ale's and lagers they've brewed.
2. We want you all to get home safely. Please refrain from overindulging at this meeting and all CBM sponsored events.
3. Remember to bring a small sampling cup for yourself to each meeting.
4. Only small tasting glasses are appropriate for sampling. A 6 oz. or smaller glass should be used. If you are a new member or visitor and you don't have a suitable glass please see an officer and we will try to get you a sampling glass. If we can not supply a tasting glass, you may be able to get a small 3 oz. disposable plastic cup from the bar.
5. If you are approached by someone looking for you to pour a sample of your beer into a pint glasses (or large soda cup), you can show your intelligence and good taste by NOT making that pour. Please don't make us speak to you privately about this.

### **RELEASE AND INDEMNITY**

I acknowledge that I am acting freely and voluntarily in participating in various Carolina BrewMasters' (CBM) events or functions throughout the year ("Events").

I fully understand that the tasting and drinking of alcoholic beverages may affect or impair my ability to function properly, including, but not limited to, my ability to safely operate a motor vehicle. With full knowledge of these risks, I have asked to participate in CBM Events.

For and in consideration of being allowed to participate in these Events and other valuable consideration, the receipt and sufficiency of which is hereby acknowledged, I hereby release and discharge CBM and its officers, members and Sponsors, the Beer Judge Certification Program (BJCP), and the American Homebrewers Association (AHA) from any and all claims for damage or causes of action for any injury or damage to me resulting directly or indirectly from or arising out of my participation, and/or the consumption of any alcoholic beverages, at CBM Events.

I further agree to indemnify and hold harmless Event organizers, CBM, its officers, and its Sponsors, the BJCP and the AHA from claims or causes of action of third parties who may claim to have sustained injury or damage resulting directly or indirectly from my actions without limitation that are a direct or indirect result of, or in conjunction with, my consumption of alcoholic beverages at CBM Events.

I further agree to indemnify and hold harmless Event organizers, CBM, its officers, members and Sponsors, the BJCP and the AHA from any costs, damages or attorney fees incurred in defending themselves against any claims for injury or damage by me or third parties or incurred in enforcing this Release and Indemnity when the claim is based in anyway whatsoever on my participation in CBM Events and/or the consumption of any alcoholic beverages at CBM Events.

I certify that I am 21 years of age or older and that I would not be allowed to participate if I did not sign this instrument.

Signature: \_\_\_\_\_ (SEAL)      Date: \_\_\_\_\_