

NAME OF ORGANIZATION: Newfoundland Athletic Dog Association, Inc. (NADA)	DATE: December 28, 2017	REV.DATE: January 12, 2019
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CODE OF CONDUCT	Members will sign a Code of Conduct which promotes safety-conscious, ethical and sportsmanly conduct at the time of membership application. All individuals are expected to exhibit honesty, integrity and a high standard of personal conduct that welcomes differences, promotes diversity and provides a safe and healthy environment for all. NADA Inc. will not tolerate any form of harassment of individuals while engaged in activities related to NADA Inc.
HARASSMENT	To engage in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome. Harassment may be intended or unintended It is a form of discrimination and can include behaviour such as: <ul style="list-style-type: none"> • Verbal abuse in the form of demands, threats, gestures, innuendo, unwelcome remarks, jokes, or slurs; • Spreading malicious gossip or rumours; • Physical or sexual assault or taunting about a person's body, clothing, habits, customs or mannerisms; inappropriate or unwelcome focus or comments on a person's physical characteristics and/or mental health; • Any inappropriate behaviour directed at or offensive to any individual; • Any inappropriate use of authority or position by an individual with implicit power to undermine or maltreat others and/or to sabotage their work efforts. It may be blatant or subtle and can include such acts as intimidation, threats, blackmail and coercion.
FEES	Fees will be listed in the Fee Schedule. Fees to be included are not limited to the following: <ul style="list-style-type: none"> • Membership fees • Class fees • Workshop fees • Facility Rental fees • Equipment Rental fees
JUNIOR HANDLER POLICY	Junior handlers (age 17 or younger) must be accompanied by a parent or guardian when participating in Newfoundland Athletic Dog Association, Inc. (NADA) run classes. They must also be accompanied by a parent or guardian while participating in drop-ins.
BULLETIN BOARD POSTING POLICY	All postings must be approved by the facility manager who may consult with the BOD if the notice is not covered by the general guidelines outlined below. The facility manager will reply to requests within a reasonable time frame and will keep a record of approved postings. All other postings will be removed.

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	<p>General guidelines:</p> <ul style="list-style-type: none"> • No posters greater than a legal sized sheet of paper will be allowed. • Those notices that are sponsored by not-for-profit or charities will in general be allowed (if they meet the size guideline above). • Those notices that are sponsored by for-profit enterprises will not be allowed unless they are from a business or organization that is sponsoring NADA. • If there is an objection from the membership regarding an approved posting (e.g., it offends someone for some reason) it will be removed. • Posters advertising NADA events do not need to be approved. <p>NADA reserves the right to refuse any postings without cause.</p>
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