

NACA Process for Dealing with Violations of Association Policy

This process for violations of policy does not in any way constitute, and should not be construed as, a contract between NACA and its members, or volunteers, or any schools or artists participating in its programs. This process supersedes all previous statements regarding the process for violations of policy.

Jurisdiction of the Association

The National Association for Campus Activities (NACA) has the authority to enforce its policies and investigate violations. NACA may act when it becomes aware of a policy violation by one or more of its members, or artists or volunteers. The purpose of this process is to address violations of Association policies and standards. It is not intended as a means of resolving contractual, copyright or any other type of civil, criminal or other disputes between members or between members and artists; nor is it intended to preclude legal action by NACA in appropriate cases. NACA reserves the right to determine when an issue merits investigation. All members are responsible for ensuring that their respective volunteers or artists are made aware of this policy and informed they are subject to its provisions. Participation in NACA sponsored events or activities by members, artists and volunteers are expressly conditioned upon adherence with this policy.

Policy Violations

Violation of NACA's policies may at the discretion of NACA result in discipline including the suspension, expulsion, or termination of a member from the organization, or the expulsion or barring of an artist or volunteer from NACA sponsored event. . Grounds for discipline include but are not limited to:

- A. Infractions of policies and procedures outlined in Association publications and materials, such as the *Associate Member Regional Conferences Guide*, the *Associate Member Convention Guide*, the *School Member Convention Registration Information* brochure, the *Membership Directory and Buyers' Guide*, NACA's membership applications, information from the regions on various events, etc.;
- B. A pattern of inappropriate use of the Violations of Association Policy process to address disputes between associate members, artists and/or school members;
- C. Written or verbal abuse, which is defined as the expression of demeaning, insulting, or intimidating comments based on sex, race, color, religion, national origin, age, disability, sexual orientation, or other areas given legally-protected status;
- D. Lewd or indecent behavior during an NACA sponsored event or any of its activities;
- E. Sexual harassment during an NACA sponsored event or any of its activities including, but not limited to: suggestions that refusal or willingness to submit to sexual advances will have an effect on membership or participation in or with NACA or any of its activities and/or the unwanted physical conduct or contact of any kind, sexual touching, advances or propositions

- F. Possession or use of any weapon during an NACA sponsored event or its activities;
- G. Violation of state or local laws governing the use of alcohol, or selling or distributing alcohol to underage delegates or attendees;
- H. Behavior as a result of consumption of alcohol that causes harm to persons or property;
- I. The possession, use, sale, or distribution of any drug or other substance illegal under state or federal law;
- J. Misusing or damaging NACA property by deliberate or reckless acts;
- K. Theft;
- L. Any act involving the misuse of NACA's computer network, system or software;
- M. Sending harassing, threatening, repetitive and/or abusive e-mails to NACA members, volunteers and/or Office staff;
- N. Initiating or engaging in furthering of disinformation or misinformation about the Association, its practices, members, volunteers and/or Office staff through e-mail or other communications;
- O. Arranging activities and/or events that conflict with scheduled NACA activities or events during NACA conferences, the National Convention or other NACA-sponsored programs or activities;
- P. Inappropriate or unauthorized use of NACA's name and/or logo—or any other Association elements—to imply endorsement, affiliation or for any other non-sanctioned purpose;
- Q. Engaging in misleading or untrue advertising and/or submitting misleading or untrue information for publication in NACA publications;
- R. Engaging in activities that directly conflict with the services already being offered by NACA or in services which directly relate to NACA's core business or some component thereof;
- S. Establishment of programs, services or activities which purport, allege or appear to be affiliated with NACA, but which are not;
- T. Conduct which, in the sole judgment and discretion of NACA, is contrary and detrimental to the interests, operations, missions and goals of NACA;
- U. W. Failure to comply with decisions finding policy violations and imposing sanctions;
- V. X. Violation of the confidentiality of an inquiry into alleged policy violations and the discussion of potential sanctions;

The Association reserves the right to track infractions and to levy sanctions against parties who develop a record of serial infractions over time.

Sanctions for Policy Violations

Below is a list of sanctions that NACA may impose for policy violations. NACA may impose sanctions in any combination and sequence that it deems appropriate for any of the violations listed above. As stated, any of the violations may result in the suspension, expulsion, or termination of a member, or the expulsion or barring of an artist or volunteer from NACA sponsored event or activity. Sanctions include:

- Verbal or written warnings;

- Monetary fines, amount at the discretion of NACA;
- Loss of showcase, educational session or other activity;
- Expulsion from NACA event and immediate booth closure;
- Loss of opportunity to specify booth location preference for a specified period of time;
- Loss of opportunity to submit to showcase for a length of time to be determined by NACA;
- Suspension from participation in NACA events for a length of time to be determined by NACA, including permanently;
- Suspension of membership; or permanent loss of membership.