



# SKAMANIA CO.

F A I R B O A R D

FAIR + TIMBER CARNIVAL + BLUEGRASS FESTIVAL

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## FAIR BOARD CODE OF CONDUCT

### Purpose

The Skamania County Fair Board adopts a code of conduct to better define our organization's culture, set standards and expectations of behavior for volunteers, and to assist with understanding the Fair Board values. It is the expectation that anyone attending events — either as an exhibitor, advisor, volunteer, parent, spectator, superintendent, vendor, judge, committee member, or fair official — must conduct themselves in a manner consistent with this policy.

### Code of Conduct

Persons shall act honestly and ethically while in the performance of their volunteer duties or while participating as an exhibitor, advisor, parent, superintendent, vendor, judge, committee member, or fair official.

All persons shall be treated with respect, courtesy, and dignity; and persons shall not discriminate, being respectful of ethnic, national, and cultural differences.

Persons shall not harass, bully, or mistreat exhibitors, advisors, parents, superintendents, vendors, judges, committee members, fair officials, staff members, or visitors.

Volunteers shall obey all applicable local, state, and federal laws while acting on behalf of or in service to the Fair Board. Illegal, immoral, or unethical actions are unacceptable and willful violation will result in appropriate corrective action.

An individual's position with the Fair Board must never be used, directly or indirectly, for private gain, to advance personal interests, or to obtain favors or benefits for himself/herself or a member of his/her family.

Persons shall maintain responsibility for their own behavior, actions, and conduct; practicing good citizenship, leadership, and self-governance.

### Reporting Violations & Remedies

Anyone who witnesses or has been provided with solid evidence to suggest that an exhibitor, advisor, volunteer, parent, spectator, superintendent, vendor, judge, committee member, or fair official has violated this Code of Conduct — or otherwise acted inappropriately by common community standards — may lodge a complaint with the Skamania County Fair Board.

Complaints shall be issued in writing and submitted to the Fair Board Executive Committee. Upon receipt of such complaint, the Executive Committee shall review the information and may seek additional information from the parties involved. ***In all cases, the reported person shall have the opportunity to contest the complaint.***

Following review, the Executive Committee may:

- By verbal notice, prohibit further participation or service with the current event and thereafter, for a period of thirty days; or
- By written letter, indefinitely prohibit any individual from future participation in Fair Board events; or
- As necessary, and when allowed by law, trespass the person from the Fairgrounds, in addition to prohibiting them from future participation with Fair Board events.

Decisions made by the Fair Board Executive Committee are final.

The Skamania County Fair Board reserves the right to amend this policy as they, in their judgement, may deem advisable.