



The Arc Minnesota Membership Code of Conduct

Updated 21 January 2021
Approved by The Arc Minnesota Board Governance Committee 5 February 2021

The Arc Minnesota promotes and protects the human rights of people with intellectual and developmental disabilities. People with disabilities and their families trust The Arc Minnesota for information, assistance, education, and public policy leadership.

The Arc Minnesota requires respectful and ethically reasonable conduct of its Members.

Members agree to abide by common standards of respect and etiquette and act in accordance with the law. For example, Members agree not to:

- Defame, abuse, harass, stalk, threaten, or otherwise violate the legal rights (such as rights of privacy and publicity) of others.
- Use offensive language, including offensive language related to gender, race, national origin, disability, age, religion, sexual orientation, or gender identity in communications with The Arc Minnesota.
- Discuss or incite illegal activity.
- Use explicit/obscene language or solicit/post sexually explicit images (actual or simulated) in communications with The Arc Minnesota.
- Distribute anything that exploits people with intellectual and/or developmental disabilities, children or minors or that depicts cruelty to animals.
- Disseminate any unsolicited or unauthorized advertising, promotional materials, 'junk mail', 'spam', 'chain letters', 'pyramid schemes', or any other form of such solicitation to other members of The Arc Minnesota, the Board of Directors, or staff of or volunteers for The Arc Minnesota.
- Use any robot, spider, scraper or other automated means to access information on The Arc Minnesota website.
- Take any action that imposes an unreasonable or disproportionately large load on our infrastructure or staff.
- Distribute anything contrary to our public image, goodwill or reputation in a publically accessible space.

This list of prohibitions provides examples and is not complete or exclusive. The Arc Minnesota reserves the right to terminate Membership, with or without cause and with or without notice, for any reason, or for any action that The Arc Minnesota determines is inappropriate or disruptive to the organization or does not comply with the above standards. The Arc Minnesota may report to law enforcement authorities any actions that may be illegal, and any reports it receives of such conduct. When legally required or at The Arc Minnesota's discretion, The Arc Minnesota will cooperate with law enforcement agencies in any investigation of alleged illegal activity involving members and The Arc Minnesota.

The Board of Directors of The Arc Minnesota has the right to deny, or terminate, the Membership of any Member, or to deny access to or participation in the programs or services of The Arc Minnesota if a Member fails to meet the qualifications for Membership or engages in activities that negatively reflect upon, or are otherwise contrary to the best interests of The Arc Minnesota and its Chapters.

In the event a Member has a concern, grievance, complaint or objection (collectively referred to as a “concern”) to the conduct, procedure or governance of or by the Board of Directors of The Arc Minnesota, such Member shall communicate such concern, in writing, to the Chair of the Board Governance Committee; however if the Chair of the Governance Committee is the subject of or is directly connected to such concern, then to the Board Chair. In either event, the Chair of the Board Governance Committee or the Board Chair shall work with the Member to resolve the concern. If such concern cannot be resolved to the satisfaction of the Member, then such concern shall be considered by the Board of Directors in a closed session for the purpose of resolving said concern. A majority vote by the Board of Directors regarding the resolution of the concern shall be final.

Communications to the Board Governance Committee should be sent to duanedial@arcminnesota.org