North American Voyageur Council

Code of Conduct

This code of conduct is to provide guidance to all North American Voyageur Council (NAVC) members. It is to help ensure that the behavior of one individual does not adversely disturb the rest of the members and that all members have a safe and welcoming environment in which to gather and socialize. It applies to all conference activities as well as any events hosted or co-hosted by NAVC. All members are encouraged to read this code and ask questions about anything they do not understand. NAVC is prepared to deal with any violations of the code as legally, rapidly, and efficiently as possible. We hope that all members will help make NAVC events an enjoyable experience for all. North American Voyageur Council reserves the right to revoke membership and expel any individual at any time from any NAVC related event or activity. No refunds of membership fees will be provided. Failure to adhere to the code of conduct may result in any or all of the following:

- Verbal warnings.
- Mediation by NAVC Board of Directors with involved parties.
- Revocation of membership and ejection from Fall Gathering.
- Involving local law enforcement.

Personal interaction/harassment
We ask that you respect others so that everyone is comfortable and feels safe while attending NAVC events.

- Harassment of others will not be tolerated and is a violation of the code of conduct and subject to the penalties for violating the code of conduct.

- If you feel that you have been harassed:
    - Tell the individual that their behavior is inappropriate. Sometimes this is sufficient.
    - If you do not feel comfortable talking with the individuals involved or talking to them once does not work, please immediately report the situation to any NAVC Board member.
    - Please keep in mind that unless an incident is reported, nothing can be done.

General expectations:
All NAVC members are expected to follow basic rules at all NAVC events. General expectations include, but are not limited to:
- Theft will not be tolerated. Theft from an individual or from a vendor will result in immediate removal from the event, and may involve local law enforcement.
- Harassment will involve mediation and, if not resolved, the member may be asked to leave.
- Threats of violence will result in immediate removal from the event and may involve local law enforcement.
- Any individual who witnesses an act of aggression should report such an event to a NAVC board member or report it immediately to local law enforcement if the situation requires such.

Etiquette:
All NAVC members are expected to conduct themselves in a manner that is respectful of other participants at all NAVC events. Basic etiquette includes, but is not limited to:
- After each class or workshop, take all garbage and personal belongings with you.
- Respect the personal belongings of other members.
- Clean up garbage from any shared spaces you have used.

- Recognize that there are times when quiet is expected, even if quiet hours are not designated.
- At the end of the event,
    - clean your sleeping area.
    - assist in cleaning common areas.
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Sales of merchandise:
The offering for sale of any merchandise may only occur in designated areas with the permission of the NAVC. The NAVC will do its best to prevent any loss of merchandise, but ultimately NAVC is not financially responsible for the loss of any merchandise. Any lost or stolen merchandise should be reported to the NAVC staff as soon as possible. If necessary, local law enforcement will be summoned as well.

General disclaimers:
The NAVC is not responsible for damage, loss, or theft of any personal property. Any property is the sole responsibility of the owner. Event staff will assist in attempting to find and recover lost or stolen property, but they are not financially responsible for the items.

Interpretations:
The NAVC reserves the right to amend the code of conduct at any time without prior notice and reserves the sole right of interpretation. The rules stated above are not all inclusive and involve worst case scenarios.