

NSASB FAMILY READINESS GROUP (FRG) CODE OF CONDUCT

All members of the NSASB Family Readiness group are expected to present themselves in a professional and courteous manner at all events. This Amendment will lay out the violations by which a member will claim consequences of their actions, the acts of reviewing a member's violations, list of violations and potential consequences, and reestablishment into the NSASB FRG.

As members of the NSASB FRG we must follow the law, act with integrity and honesty in all matters, and be accountable for our actions.

OPSEC

- a. No discussion of the following will be tolerated on social media or in unsecure places:
 - (1) All operations
 - (2) Exercises or missions
 - (3) Readiness issues and/or numbers
 - (4) Specific training equipment or lack thereof
 - (5) Security procedures
- b. No speculations about future operations.
- c. Do not spread rumors about past, current, or future operations.
- d. The only person to direct specific questions regarding availability of communication with NSASB or any security questions or concerns is the NSASB OMBUDSMAN.

Violations

The following is a list of offenses that a NSASB FRG member can be sent to a Conduct Review Board.

- a. Any breach of OPSEC. All the rules of OPSEC must be adhered to at all times and in all ways by all members.
- b. Any violation of any state or federal laws at any NSASB FRG event or in any NSASB FRG forum, regardless if an arrest or charges have been issued or not.
- c. Failure to follow the standards set forth in the Social Media Guidelines.

- d. Abuse of any kind against another member at NSASB FRG events or in any social forum. This includes but is not limited to sexual, physical, emotional, and verbal.
- e. Failure to conduct themselves in a professional and courteous manner at NSASB FRG events.
- f. Intimidation, threats, or retaliation against another NSASB FRG member.
- g. Making false accusations against members.
- h. Falsification of any NSASB FRG document.
- i. Violation of current the by-laws.
- j. Violation of the NSASB FRG Standing Rules.
- k. Breaches of personal information

(1) Examples include but are not limited to contact information, medical information, and financial information.

Conduct Review Board

The Executive Board and Advisory Board shall make up the potential members for a Conduct Review Board for the purpose of discussing the behavior and actions necessary against any person in membership. At least two members of the Executive Board and one Advisor must be present to commence a Conduct Review Board. Discussions taking place at a Conduct Review Board are confidential and will not be recounted to anyone outside of the Conduct Review Board meeting and Command Liaison. Breaking the confidentiality of the Conduct Review Board may result in the loss of position.

Any member accused of a violation will be advised that their behavior is being brought forward to a Conduct Review Board. The member will not be allowed to participate in the review.

The Conduct Review Board shall assess all the information regarding the violations of a member of the NSASB FRG on a case by case basis. A majority decision will be used to decide if the actions warrant any consequence. Once a decision is rendered, the President shall pass along any decision of consequence to the offending party. The offending party must sign and date a letter of acknowledgement of their disciplinary action to be kept on file. For consequences such as B and C, a witness from the command or squadron must be present to sign the acknowledgement as well.

Consequences

Consequences of a member's violating actions shall be presented to them for acknowledgement. The following may be issued as a consequence of actions on a case by case basis.

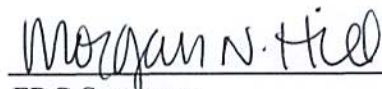
- a. Warning of behavior leading to potential probation.
- b. Probation limiting participation in FRG events, restriction of voting privileges, and/or the
- c. prohibition of running for a board position or chairing a committee.
- d. Revocation of all membership rights and privileges.

All letters of acknowledgement will have date stamp for when the violation's consequences have been met and a reentrance criteria defined. At which time the member can decide if they will reenter the NSASB FRG or its activities.

ADOPTED by majority vote of the Executive Board, this 25th day of April, 2017.



FRG President



FRG Secretary