

## **Backcountry Horsemen Behavior Modification Policy**

The goal of this policy is to help to change the negative behavior of an individual who is a member of BCHC.

What are our Rules of Conduct in BCHC? Be respectful of others. Do not discuss business outside of closed sessions. Do not speak disparagingly of the BCHC organization, or members of BCHC to outside agencies, other units, companies, or any organization. Do not use a BCHC logo on paperwork for a non BCHC event. Your opinions are your opinions and may not be appropriate to voice in a public venue. We should not bring our personal politics or religion into any BCHC venue, doing so jeopardizes our non-Profit status.

We believe assessment +consultations = Behavior Change

Procedure to be followed upon a written complaint:

(Each of the following steps must be fully documented, in writing, by the committee)

Within 10 days of receipt of a written complaint about the behavior of a BCHC Officer or BCHC member that has not been able to be resolved at the Unit level, the BCHC President will form and appoint a committee consisting of the President, one of the Vice Presidents, the Membership Vice President, one State Director (option to add an additional person if needed). This committee will meet and review the complaint to decide if the Behavior Modification Plan should be implemented. If Behavior Modification is not to be implemented, the Committee should submit a recommendation to the complainant and unit suggesting how to best handle the matter, or a recommendation to the Executive Committee for further action.

The Behavior Modification Plan shall follow the steps listed below. This is progressive and the steps should be followed in order and only proceed to the next step if there is NO improvement in behavior. Be sure to acknowledge any positive change:

- Letter of warning from President and appointed committee explaining the complaint about the person's actions. The recipient of the letter must reply in writing within 10 days giving their side of the issue. Others involved may be asked to supply information in writing to the committee.
- After reviewing both sides of the issue the committee will hold a discussion with **all** involved parties (including the person the complaint has been made against) regarding the issue. This could be done by conference calls, individual conversations or with a Zoom call.
  - If any party refuses to participate in the first two steps of the Behavior Modification process the Executive Committee may ask the party for their resignation from BCHC due to violation of Policy.
- Develop a written plan to help resolve the issue. The expectations of all involved will be in writing and signed by all parties and include a timeline for evaluating the results.
- Counseling should involve resource suggestions for help with behavior modifications when appropriate or requested.
- Outline the next steps if behavior does not change. A time frame should be set for the Committee to check back with the Complainant and Accused of no more than 30 days to check on progress. The committee should also include a recommendation as to whether the individuals involved should be censured, suspended, or removed from the Unit or the BCHC organization if Behavior Modification fails.-