

## **Mid-Coast Board of REALTORS® (MCBOR) Code of Conduct (Rev 11/25)**

The Mid-Coast Board of REALTORS® (MCBOR) is committed to fostering a safe, professional, and inclusive environment for all participants at MCBOR sponsored events, meetings, and activities. MCBOR has a zero-tolerance policy toward harassment, discrimination, and inappropriate behavior of any kind.

This Code of Conduct applies to all MCBOR members, guests, staff, volunteers, leadership, sponsors, speakers, exhibitors, vendors, media, and other participants at MCBOR events. By attending an MCBOR event, you agree to adhere to this Code and understand that violations may result in immediate disciplinary action.

### **1. Expected Behavior**

All participants are expected to:

- Act professionally, courteously, and respectfully toward others.
- Respect the diversity of perspectives and experiences of fellow participants.
- Avoid aggressive promotion of personal services, products, or causes.
- Follow all venue rules, MCBOR policies, and applicable laws.
- Consume alcohol responsibly at MCBOR events where permitted.
- Report safety concerns or inappropriate behavior to MCBOR staff.

### **2. Unacceptable Behavior**

The following behaviors are strictly prohibited:

#### **Harassment & Discrimination**

- Verbal, physical, or electronic harassment, including offensive comments related to race, ethnicity, gender, sexual orientation, disability, age, religion, or any other protected status.
- Bullying, intimidation, or stalking of any attendee, speaker, or staff member.
- Unwanted physical contact, including inappropriate touching, hugging, or brushing against someone without consent.
- Sexual harassment, including unwanted advances, sexually suggestive comments, or requests for sexual favors.

#### **Disruptive Conduct**

- Deliberate interruptions of speakers, presentations, or event activities.
- Unruly, aggressive, or inappropriate behavior that disturbs the peace of the event.
- Defamation, slander, or spreading false or harmful information about MCBOR, its members, or event participants.

### **Substance Use & Safety Violations**

- Excessive alcohol consumption leading to disruptive or unsafe behavior.
- Possession, use, or distribution of illegal substances, including narcotics and marijuana.
- Possession of weapons or any objects that could be used to threaten or cause harm.
- Vandalism or destruction of property belonging to MCBOR, the event venue, or other attendees.

### **3. Consequences of Violations**

MCBOR will not tolerate violations of this Code of Conduct. If a participant engages in prohibited behavior, MCBOR staff may take any of the following actions:

- Verbal or written warning regarding the behavior.
- Immediate removal from the event without refund.
- Suspension or prohibition from attending future MCBOR events.
- Referral for further disciplinary review by MCBOR leadership.
- Involvement of law enforcement, if necessary.

Any individual asked to stop unacceptable behavior must comply immediately.

### **4. Reporting Violations**

If you witness or experience a violation of this Code of Conduct, please report it immediately to MCBOR staff, event organizers, or leadership. Reports will be handled with discretion and confidentiality.

MCBOR staff will be available to:

- Assist in contacting venue security or local law enforcement, if necessary.
- Provide an escort or take other appropriate steps to ensure the safety and well-being of those affected.
- Investigate and address all reports promptly and fairly.

Reports may also be submitted via email to [info@midcoastrealtors.com](mailto:info@midcoastrealtors.com) and anonymous reporting options may be available.

MCBOR is committed to ensuring a respectful and harassment-free environment for all event participants. Any reported incident will be thoroughly and promptly investigated, and appropriate action will be taken.

Additionally, retaliation against individuals who report misconduct or cooperate in an investigation is strictly prohibited.

MCBOR reserves the right to modify this policy at any time to reflect best practices and maintain a safe, professional environment.