

Mile High Pets & Handlers

Standard Operating Procedure

Membership Code of Conduct

Version: 2.0

Last Edited: 12/17/2025

1. Purpose

Mile High Pets & Handlers is a social club organization dedicated to fostering friendship, community, and shared enjoyment of activities that are conducive and relate to the culture of the Denver Pets & Handlers scene.

The purpose of this Code of Conduct is to:

- Establish clear expectations for behavior by members, guests, volunteers, and leaders.
- Promote an environment that is safe, respectful, inclusive, and enjoyable.
- Protect the reputation, integrity, and operations of the organization.

Scope This Code applies to all activities conducted under the name of Mile High Pets & Handlers, including in-person events, online spaces (social media, websites, forums, messaging platforms, etc.), and any situation where members represent the organization publicly.

2. Core Values

Our community thrives when members act in accordance with these guiding principles:

- **Respect:** Treat others with dignity, empathy, and kindness.
- **Inclusion:** Welcome people of all identities, backgrounds, and experiences.

- **Integrity:** Be honest, accountable, and responsible in actions and communication.
 - **Community:** Contribute to a supportive, positive, and cooperative environment.
 - **Stewardship:** Protect the reputation, resources, and operations of the organization.
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3. Expected Behavior

Members and participants are expected to:

- Show courtesy and respect in all interactions, both in person and online.
 - Seek consent and respect personal boundaries at all times.
 - Use inclusive and considerate language, avoiding slurs, derogatory remarks, or exclusionary jokes.
 - Follow event-specific rules, organizational bylaws, and policies.
 - Handle disagreements with patience and good faith, striving for resolution rather than conflict.
 - Protect the privacy of members; do not share personal or identifying information without consent.
 - Promote safety, both physical and emotional, by avoiding reckless or disruptive behavior.
 - Represent the organization positively when engaging with the public.
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4. Unacceptable Behavior

Examples of conduct that will not be tolerated include, but are not limited to:

- Harassment, discrimination, bullying, or intimidation in any form.
 - Threatening, abusive, or violent behavior, including gestures and language.
 - Non-consensual physical contact or sexual advances.
 - Excessive intoxication, unsafe conduct, or illegal activity at events.
 - Vandalism, theft, or damage to property.
 - Disrupting organizational meetings, programs, or events.
 - Misuse of the organization's funds, materials, or reputation for personal gain.
 - Retaliation against anyone who reports a violation in good faith.
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5. Member Responsibilities

- Abide by the Code of Conduct at all times while participating in organizational activities.
 - Take responsibility for personal actions and behaviors.
 - Support fellow members in maintaining a safe and respectful community.
 - Report violations promptly and truthfully when witnessed or experienced.
 - Cooperate fully with any investigation of misconduct.
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6. Reporting & Complaint Procedures

Reporting a Concern

- Reports may be made verbally or in writing to the Board of Directors or a designated staff member/committee.
- Reports should include as much detail as possible: names, dates, locations, witnesses, and a description of the incident. Furthermore, documentable evidence may be required for specific forms of disciplinary action.
- Anonymous reports will be reviewed to the extent possible, but may limit the organization's ability to respond.

Confidentiality

- Reports and investigations will be handled discreetly.
- Information will only be shared with individuals necessary for the investigation and resolution.

Non-Retaliation

- Members who report concerns in good faith will be protected from retaliation.
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7. Enforcement & Consequences

The Board of Directors (or its designated committee) will review reported violations and determine appropriate actions, per the Enforcement, Consequences & Appeals Standard Operating Procedure, which may include:

- **Informal Resolution:** Mediation, coaching, or private conversation.
- **Warning:** Verbal or written notice that behavior is unacceptable.
- **Suspension:** Temporary removal from events, activities, or online forums.
- **Termination:** Revocation of membership and permanent exclusion from the organization.
- **Referral:** In cases involving illegal conduct, referral to law enforcement or external authorities.

Determination of Resolution Consequences will be determined based on severity, frequency, and impact of the violation.

Note: Mile High Pets & Handlers is not able to enforce misconduct in spaces or venues outside of the organization. The organization, however, does reserve the right to take into account misconduct that is performed within the greater community's spaces during determination of resolution.

8. Appeals

- Members subject to disciplinary action may submit a written appeal to the Board within **30 days** of notice.
 - Appeals must state specific reasons for reconsideration (e.g., new evidence, procedural error, etc.).
 - The Board's decision on appeal will remain in effect for a period of **180 days**, at which point a new appeal may be made.
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9. Acknowledgement

By becoming a member or participating as a guest of Mile High Pets & Handlers: Individuals agree to abide by this Code of Conduct and to support the community standards outlined herein.