

The SCCA is dedicated to the highest standards of safety and sportsmanship. Unsportsmanlike conduct is an offense that violates generally accepted SCCA rules of good sportsmanship and participant conduct and includes any behavior that unreasonably or negatively impacts another's experience with the SCCA, even outside of events. Any form of misconduct that undermines the integrity of the SCCA can negatively impact the perceptions or beliefs about the SCCA, debilitate morale, and interfere with safety, work effectiveness and fun. Whether they occur in-person or online, these behaviors are in direct opposition to the Code of Member Conduct and the SCCA Mission, Vision and Values, and the Welcoming Environment and will not be tolerated.

In those cases where unwelcomed, inappropriate, or unethical behavior occurs at an SCCA event, an Event Official should be notified, and the procedures outlined in the Program Rules and Region Bylaws should be followed.

The SCCA strictly prohibits any form of retaliation against a member, guest, partner or vendor who in good faith makes a complaint, raises a concern, provides information or otherwise assists in an investigation or proceeding regarding any conduct that they reasonably believe to be in violation of the Code of Member Conduct or other policies or applicable laws, regulations or contracts. SCCA prohibits anyone from being retaliated against even if their underlying complaint is eventually unsubstantiated, unless that person knowingly made a maliciously false allegation, knowingly provided maliciously false or misleading information in the course of an investigation, or otherwise acted in bad faith. This policy is designed to ensure that anyone can feel comfortable speaking up when they see or suspect unlawful, unethical or unsportsmanlike conduct (and/or when they participate in an investigation relating to such concerns) without fear of retaliation.

Those who report misconduct have rights and responsibilities. In summary, you have the right to:

- Fair and dignified treatment
- Have your perceived need for protection addressed
- Receive information, on request, about the investigation, and any outcomes related to the accused
- Protection of your privacy and confidentiality of all events and accusations

You also have responsibilities. These include:

- Telling the truth
- Providing a statement and giving evidence
- Providing your current contact information
- Keeping the identity of all involved confidential and free from social media

NOTE: The accused has rights as well. The SCCA will fully investigate reports of conduct unbecoming a member and forward findings of illegal activities to local authorities when necessary. If those findings show that false accusations or exaggerations about the incident

SCCA MISCONDUCT REPORT

were made against the accused and their reputation and credibility harmed, consequences for the accuser can and will be considered.

Complainant: _____

Address: _____

Phone: _____ Email: _____

Member ID: _____

Date and time of alleged incident: _____

Location of alleged incident: _____

Name of person(s) demonstrating alleged behavior: _____

Name of person(s) said alleged behavior was targeting: _____

Describe the incident as clearly as possible, including a full description of the event(s), any verbal statements (i.e. threats, requests, demands, etc.), and what, if any, physical contact was involved. Attach additional pages if necessary: _____

Witnesses to the incident who were present (and contact info if available): _____

Any actions taken as a result of the incident: _____

This complaint is based upon my honest belief that (name) _____ is in direct contravention of the SCCA Code of Member Conduct and the Mission, Vision, Values and Welcoming Environment. I hereby certify that the information I have provided in this complaint is true, correct, and complete to the best of my knowledge.

Signature: _____ **Date:** _____