



## MINNESOTA CRAFT BREWERS GUILD CODE OF CONDUCT

The Minnesota Craft Brewers Guild ("MNCBG") serves as the official trade, marketing, and lobbying association representing the Minnesota craft brewing industry. We are committed to building a prosperous industry that is based upon best practices, effective standards, and responsible leadership. We expect all staff and members to actively promote and uphold the highest standards of conduct within the craft brewing industry and engage in all business and membership activities with legal and ethical integrity.

Member businesses, their employees, and MNCBG staff and volunteers shall abide by the following Code of Conduct:

### ARTICLE I: GENERAL POLICY

The MNCBG will not tolerate harassment, violence, or discrimination ("harassment") within our industry. Harassment is any unwelcome conduct that might reasonably be expected or be perceived to cause offense, fear, harm, or humiliation to another person and which interferes with their participation or safety in industry spaces, events, or activities. This includes, but is not limited to, harassment toward a person because of a protected characteristic.

- Unwelcome Conduct: Includes epithets, slurs, threats, physical or verbal intimidation, physical contact, jokes, written/graphic materials, sexual advances, requests for sexual favors, or sexually suggestive comments, jokes, or physical contact.
- Protected Characteristic: Race, color, creed, religion, national origin, sex (including sexual harassment and pregnancy), marital status, status with regard to public assistance, disability, sexual orientation and gender, age, veteran status, or any other status protected by applicable law.

### ARTICLE II: RESPONSIBLE CONSUMPTION

The MNCBG aims to promote and celebrate Minnesota's craft beer community and the products it produces. We understand that at MNCBG events members do consume alcohol and THC products. Responsible consumption is expected at all MNCBG events and when representing the MNCBG at any other function.

- While we always expect members to consume alcohol/THC responsibly, we encourage members to contact their employers for information and internal policies regarding consumption and safe rides home from MNCBG events.
- We expect members to promote and model responsible consumption at all times, whether at MNCBG social events, committee events, workshops, meetings, festivals, or when representing the MNCBG at any other function.

### **ARTICLE III - REPORTING, INVESTIGATIONS, AND CONSEQUENCES OF VIOLATION**

Any MNCBG member experiencing or witnessing a violation of our Code of Conduct should promptly report it to the MNCBG. [Reports should be made on the online form](#). Reported violations will be reviewed immediately by the MNCBG Executive Director. If it appears a violation of our Code of Conduct may have occurred, an investigation by the MNCBG DEI Committee will be carried out. The MNCBG may report the incident to the authorities if it is determined that the incident is in clear violation of state or federal law.

The DEI Committee will review reports and conduct the investigation with the support of the Executive Director. Witness statements and other information will be collected from relevant parties.

- The identities of all parties involved in the investigation will be kept confidential from the DEI Committee and Board to the best of the MNCBG's ability, and only be known to the Executive Director and Committee Chairs.
  - The MNCBG will alert the accused person's employer of an ongoing investigation.
  - The MNCBG reserves the right to put an accused individual or member business on probation and limit their membership rights during the course of an investigation.
- The investigation will be documented and archived on the MNCBG server.
- Every effort will be made to conduct and conclude investigations as quickly as possible. Regular updates will be provided to the parties involved in the investigation.
- Staff, Committee, and Board members will recuse themselves from investigations they are involved in.
- If the MNCBG does not have a functioning DEI Committee or Executive Director, these responsibilities will pass on to the MNCBG Board of Directors.

If an investigation determines a violation of this Code of Conduct has occurred, the DEI Committee will determine appropriate disciplinary actions. These actions may include temporary or permanent member expulsion, banning from activities, written warnings, probation, or censure. Any disciplinary action must be approved by majority vote of the DEI Committee and the MNCBG Board of Directors. The MNCBG reserves the right to communicate basic information about investigations and disciplinary actions to staff, members, or the public if necessary.