



NATIONAL SOCIETY OF BLACK ENGINEERS

National Society of Black Engineers
Member Code of Conduct

VERSION 2.0

FEB 2019



1	PURPOSE OF THE CODE	3
2	VIOLATIONS OF THE CODE	3
2.1	PERSONAL MISCONDUCT	3
2.2	DISRUPTION	4
2.3	ABUSE OF CONTROLLED SUBSTANCES	4
3	REPORTING CODE OF CONDUCT VIOLATIONS	5
4	PENALTIES FOR VIOLATIONS	5
4.1	INDIVIDUAL MEMBER	5
4.2	CHAPTER	6
4.3	REGIONAL	6



1 Purpose of the Code

The primary concerns of the National Society of Black Engineers (NSBE) are our mission and our members. NSBE is dedicated to the academic, professional, and cultural development of our student and professional members, as well as the development of ethically sensitive and responsible persons. It seeks to achieve these goals through sound academic and professional programming and through regulations and policies governing conduct that encourages independence, maturity and respect for the rights and viewpoints of others.

Conduct at non-Society-sponsored activities is viewed as the members' personal business. Conduct at Society-sponsored events is expected to be in accordance with this Member Code of Conduct (hereafter referred to as "the Code"). The Society reserves the right to impose disciplinary sanctions or take other appropriate action when conduct is not in accordance with the Code.

This Code is in effect for all chapter, regional and national Society activities.

2 Violations of the Code

The following categories and examples of unacceptable behavior are subject to disciplinary actions. The Society reserves the right to identify other behaviors not listed below. Such determinations will be made by the National Executive Board (NEB) or the Standards and Ethics Committee (SEC) with consent of the NEB.

For Society activities at chapter and regional events, Chapter or Regional Executive Boards can make the determination with the consent of the NEB or the SEC on behalf of the NEB.

2.1 Personal Misconduct

Unacceptable personal misconduct is defined as:

1. Harassing, physically threatening, or physically or verbally abusing any person in the Society or at any Society sponsored function or event.
2. Conducting oneself in a manner endangering the health or safety of another person.
3. Harassing any individual because of that person's race, color, gender, religion, marital status, disability, sexual orientation, or for other reasons by:



- Intentionally subjecting another person to offensive physical contact other than self-defensive.
 - Specifically insulting another person in his or her immediate presence with abusive words or gestures when a reasonable person would expect that such act would cause emotional distress or provoke a violent response.
 - Unwanted sexual behavior directed toward an individual.
4. Engaging in lewdness or indecency.
 5. Exhibiting disorderly conduct (including that resulting from drunkenness), unreasonable noise, or behavior that results in unreasonable annoyance.
 6. Tampering with safety systems (such as fire-fighting equipment), turning in a false alarm, or engaging in behavior that constitutes a fire hazard.
 7. Stealing any property.
 8. Selling, brandishing, or possessing firearms, ammunition, explosives, dangerous chemicals, or any other objects as weapons.
 9. Defacing property, public or private.

2.2 Disruption

Disruption shall be defined as: Creating noise or other disturbances that disrupt Society activities or Society sponsored events, or that disrupt either participants or non-participants at the venue of a Society sponsored event.

2.3 Abuse of Controlled Substances

Controlled substances shall be defined as:

1. Intoxicants: The purchase, possession or consumption of alcoholic beverages is regulated by State law. Members are expected to know and abide by State law and by Society rules and regulations governing the use of alcoholic beverages at Society sponsored events. The following is not permissible:
 - Possession or consumption of alcoholic beverages by persons under 21 years at Society sponsored events.
 - Furnishing alcoholic beverages to any member under the age of 21 years
 - The use of alcohol is not permitted at Society sponsored events for persons under the age of 21 years.
 - Consuming alcohol at a Society sponsored event in public areas (i.e. hotel lobbies or hallways).
 - Using Society funds for the purchase of alcoholic beverages.



2. **Illicit Drugs and Substances:** Members are not permitted to consume, be under the influence of, possess, manufacture, distribute, or sell illicit drugs at Society-sponsored or approved events. Illicit drugs include abusive use of prescription drugs; drugs that are prohibited by State or local law; and recreational or medicinal cannabis, marijuana, or cannabis products, regardless of legality under State or local law. Reasonable suspicion of possession or use of illicit drugs and substances at Society-sponsored events may subject the person involved to an investigation.

3 Reporting Code of Conduct Violations

Violations of the Code may be reported by any witnessing attendee at a NSBE-sponsored event. Such violations should be reported in writing no later than thirty (30) days after the alleged occurrence to the Standards and Ethics Committee (SEC) of the National Executive Board. Any suspected violations should be reported to the SEC via email at sec@nsbe.org. All cases will be reviewed by the committee and the member(s) involved will receive notification of any disciplinary action approximately sixty (60) days from the day the violation was reported.

4 Penalties for Violations

Violation of the Code will subject the member, their chapter and region to disciplinary action, including fines, suspension of membership or expulsion, as well as punishment in accordance with federal, state, or municipal law.

Any violations of the Code will be kept on record at NSBE World Headquarters. Chapters currently suspended or with outstanding fines will be posted to the National Website.

4.1 Individual Member

1. **Probation:** Probation constitutes administrative action that informs the member in writing that he/she has violated the Code. The behavior of the member is expected to be exemplary during the probationary period. Members on probation are ineligible for National & Regional Scholarships and awards as well as any National or Regional elected or appointed office.



2. Restitution: Restitution constitutes reimbursement for damage to or misappropriation of property, which may take the form of direct financial compensation, of service, or other forms of indirect compensation. In the event that damage occurs as a result of a member's action and that action represents a Code violation, the member will be held personally liable for restitution.
3. Suspension: Suspension is the exclusion from all Society sponsored events for a period of no less than one year as determined by the Standards and Ethics Committee.
4. Expulsion: Expulsion is the termination of member status for an indefinite period. Conditions for readmission, if any, shall be stated in the notice of expulsion. Readmission will be granted by a majority vote of the National Executive Board following a recommendation from the Standards and Ethics Committee.

4.2 Chapter

An individual member of a chapter within the National Society of Black Engineers is held fully responsible for violations exemplified by its general body of members and leaders. Chapters having members who have been proven by the Standards & Ethics Committee are subject to the following penalties:

1. Probation: Probation removes a chapter's entitlement to receive any National Awards, Regional Awards, and any funding from sources including, but not limited to: Chapter Relief and the National Programs Fund. Probation shall be for a period of one year.
2. Fine: Fines may be levied against a chapter in addition to any other penalties as deemed necessary by the SEC. Fines will be \$250 to \$1000 per member found in violation of the Code by the SEC.
3. Suspension: Suspension is the revocation of the charter status of a Chapter and all rights granted as such for a period of one year. Any institution associated with a suspended Chapter (such as a University) will be notified of the Chapter's suspension.

4.3 Regional

All regions within the National Society of Black Engineers will be held responsible for improving their respective chapters and serving as a mediator to try and help remove conduct issues from the individual regions. Regions that have an individual member violate the code are subject to the following penalty:



- Fine: Regions will be charged \$50.00 - \$500.00 for each violation that occurs within their region. Fines must be transferred via budget modification from a line item for REB conference travel or accommodations. Money must be transferred to a chapter visit line item and a chapter visit must be scheduled with the chapter in which the violation occurred.