

## H.E.A.R. CODE OF CONDUCT AND ORGANIZATION

The Home Education Associational Resources, Inc. (H.E.A.R.) exists to support and promote the home education of school-age children by their parents, legal guardians, or designated person, according to the admonition of the Holy Scriptures (the Bible).

Membership in the Association requires that members read, but not necessarily agree with, the H.E.A.R. Statement-of-Faith (page 4). This policy allows the Association to be inclusive; allowing any family, regardless of belief or background, to be part of the Association. It also ensures that all members are aware of the Biblical basis on which the Association makes its decisions and plans its activities. Although the Association does not require everyone to maintain the same beliefs, doctrines or philosophy, it does require that members agree to and abide by the same code of conduct and organization. This code of conduct and organization applies only during those times and places that H.E.A.R. members (to include parents, designated guardians and children) are participating in or supporting H.E.A.R. sponsored activities.

ANY DISPUTE ARISING FROM OR RELATED TO YOUR MEMBERSHIP AND PARTICIPATION IN THE HOME EDUCATION ASSOCIATIONAL RESOURCES, INC. (H.E.A.R.) SHALL BE SETTLED BY MEDIATION AND, IF NECESSARY, LEGALLY BINDING ARBITRATION IN ACCORDANCE WITH THE Rules of Procedure for Christian Conciliation of the Institute for Christian Conciliation. JUDGMENT UPON AN ARBITRATION DECISION MAY BE ENTERED IN ANY COURT OTHERWISE HAVING JURISDICTION.

### Code of Conduct

Member families will act in such a way that their words and actions promote the unity and encouragement of fellow H.E.A.R. families.

Member families will avoid acting in such a way that is considered disrespectful, offensive, immoral, intimidating or rude.

Member families will avoid gossiping to or about other H.E.A.R. families.

Member families will be responsible for their own children's behavior to ensure they are acting in accordance with this code of conduct.

Any members or leaders of the Association that persist in violating this code of conduct are considered to be conducting themselves in a way that is contrary to the specific and primary purposes of the Association. The By-laws of H.E.A.R. allow that members may have their membership revoked. In addition, members may be afforded an opportunity to meet with the H.E.A.R. Board of Directors to attempt to correct any violation of this code of conduct prior to having their membership revoked.

### Code of Organization

Although the structure and organization of H.E.A.R. is well defined in its By-Laws, it is required that members clearly understand this code of organization.

All leaders in H.E.A.R. must read, agree with, and sign the H.E.A.R. Statement-of-Faith. This ensures that those who believe in the Bible and follow Jesus Christ lead H.E.A.R. It is also expected that such leaders will make decisions and plan activities that will be pleasing to God and in accordance with His Word, the Bible.

Membership in H.E.A.R. and participation in its associated activities is a privilege, not a right. The H.E.A.R. Board of Directors, based on unacceptable conduct by a member(s), can revoke this privilege and terminate their membership in H.E.A.R.

H.E.A.R. exists to bring together homeschooling families for common support and encouragement. It is not a goal of the H.E.A.R. to become an organization focused on growing itself or seeking approval of its activities by outsiders or those within H.E.A.R. that disagree with its philosophy, decisions or activities. Members are encouraged to provide input and opinions about any aspect of H.E.A.R. Recommendations and/or disagreements that members may have are to be handled in a responsible and respectful manner. Such comment and discussion is to be directed to the appropriate leader(s) and escalated, if needed, in a responsible manner to the H.E.A.R. Board of Directors.

H.E.A.R. leaders and members should seek to do their best on behalf of the Association. H.E.A.R. desires to be the best homeschool organization, not just the best religious or Christian-based homeschool organization.

### Dress Code

We believe that the call to modesty comes directly from scripture and honors Christ. Adults and children should dress modestly at any H.E.A.R. function, including field trips. Shorts and skirts should be fingertip length or longer. Shirts should have no bare midriffs or backs, nor spaghetti straps. Clothing should not be sheer and undergarments should not be visible outside of clothing. Clothing should not display inappropriate or suggestive language or designs.