



PLEASE REMEMBER:
HOPS ARE A FOOD PRODUCT!
**RECUERDE POR FAVOR EL LÚPULO
ES UN PRODUCTO ALIMENTICIO!**

Hop Quality Group Mission statement:

The Hop Quality Group advocates for all craft brewers, not just members, in the maintenance and improvement of hop quality, in addition to developing and sharing useful information about the quality characteristics of hops.

THE HOP QUALITY GROUP MEMBER PLEDGE & CODE OF CONDUCT

The Hop Quality Group members will always strive to maintain the highest standards of conduct, by using only legal and ethical means in the business activities and in the HQG membership's activities. Members shall actively promote and encourage the highest level of integrity within the Craft Beer Industry. Members shall cooperate in every reasonable and proper way with other members, growers, and the craft brewing community, in the maintenance and improvement of hop quality, in addition to developing and sharing useful information about the quality characteristics of hops.

Members of the Hop Quality Group shall adhere to following the Code of Conduct:

HARASSMENT & DISCRIMINATION

The HQG will not tolerate harassment or discrimination on the basis of race, color, creed, religion, national origin, sex (including sexual harassment and pregnancy), marital status, status with regard to public assistance, disability, sexual orientation, age, veteran status or any other status protected by applicable law. This policy applies to members of the HQG as well as public consumers where appropriate. This policy also applies to all business dealings the HQG performs as well as activities and events hosted by the HQG. Violations of this policy will not be tolerated.

1. "Unlawful harassment" is conduct that has the purpose or effect of creating an intimidating, hostile, or offensive environment; has the purpose or effect of substantially and unreasonably interfering with an individual's performance; or otherwise adversely affects an individual's membership opportunities because of the individual's membership in a protected class.

- a. Unlawful harassment includes, but is not limited to, epithets; slurs; jokes; pranks; innuendo; comments; denigrating jokes or display or circulation of written or graphic material that denigrates or shows hostility or aversion toward an individual or group based on their protected characteristic; stereotyping; or other threatening, hostile, or intimidating acts based on race, color, ancestry, national origin, gender, sex, sexual orientation, marital status, religion, age, disability, veteran status, or other characteristic protected by state or federal law.
2. "Sexual harassment" is generally defined under both state and federal law as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature where:
 - a. Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of any individual's membership or as a basis for membership decisions; or
 - b. Such conduct has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile, or offensive environment.
 - c. Other sexually oriented conduct, whether intended or not, that is unwelcome and has the effect of creating an environment that is hostile, offensive, intimidating, or humiliating to members and may also constitute sexual harassment.
 - d. While it is not possible to list all those additional circumstances that may constitute sexual harassment, the following are some examples of conduct that, if unwelcome, may constitute sexual harassment depending on the totality of the circumstances, including the severity of the conduct and its pervasiveness:
 - i. Unwanted sexual advances, whether they involve physical touching or not; Sexual epithets, jokes, written or oral references to sexual conduct, gossip regarding one's sex life, comments about an individual's body, comments about an individual's sexual activity, deficiencies, or prowess; Displaying sexually suggestive objects, pictures, or cartoons; Unwelcome leering, whistling, brushing up against the body, sexual gestures, or suggestive or insulting comments; Inquiries into one's sexual experiences; and discussion of one's sexual activities.

ALCOHOL AND THE HQG

We understand that at HQG events members may consume alcohol. In such situations, members are expected to consume alcohol responsibly.

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

REPORTING

Code of Conduct and harassment violations can be reported through multiple channels:

- a. Using the Hop Quality Group WeVow site at:
<https://wevow.com/hop-quality-group>

- i. Hop Quality Group reporting structure and recipients of a filed harassment/misconduct report are as follows:
 1. Chair of DEI Committee
 2. EC Chair
 3. EC Vice Chair
 4. Executive Director
 5. Natalie Cilurzo
- b. By an individual using the HQG Executive Director phone number: 760-215-0488.
- c. Individuals can also report incidents in-person by sharing/communicating violations to the Executive Director, or any HQG member with whom they feel comfortable sharing the incident.

RETALIATION

Retaliation, intimidation, or coercion against an individual HQG member or 3rd party who is filing a complaint, or anyone involved in an investigation of a Code of Conduct violation, is considered harassment and in violation of our membership policies, and will not be tolerated.

DISCIPLINARY ACTION

In accordance with article 4.4e in the bylaws, The HQG Board of Directors has the right to determine if disciplinary action may be taken based on the results of a violation of the Hop Quality Group Code of Conduct. Disciplinary actions include but are not limited to: membership suspension, including forfeiture of dues paid to date; banning from HQG facilities visits or other activities; a written warning; or written censure. Disciplinary action will be determined solely by the Board of Directors and must receive a majority vote to be implemented.

1. Disciplinary actions may result in suspension of membership, and may last a minimum of one year, and if reapplying for membership, the organization shall provide a written statement as to any steps they have taken to improve behaviors following the violation. The statement shall also include any relevant documentation on how the organization will adhere to the Code of Conduct moving forward.
2. If an individual is in violation of the Code of Conduct and is not an Owner or Operator of a member organization, the Board of Directors or Executive Director will contact the Owner or Operator and discuss disciplinary action.
3. The Executive Director working with the Executive Committee shall investigate and review the claim/complaint, and make a decision regarding disciplinary action(s) taken against the offending individual(s). Should either the Executive Director or an Executive Committee member be the subject of the complaint, this member is required to recuse themselves from the investigative, decision making, and disciplinary process.
4. The Group has the right to share with membership if a member organization has been suspended or expelled based on the violation.

The senior member of each location and contractors paid by the Hop Quality Group are required to sign their agreement to this code of conduct.

Agreed, as signed:

x _____

Date:

x _____