

## **Texas LEGO User Group - San Antonio**

### **Code of Conduct**

Texas LEGO User Group - San Antonio (TexLUG-SA) is committed to maintaining a safe, inclusive, and respectful environment across all in-person events, virtual programs, and online communities. Every member, guest, and participant is expected to uphold these standards.

#### **Unacceptable Conduct**

TexLUG-SA does not tolerate any form of bias, harassment, intimidation, or abusive behavior. This includes—but is not limited to:

Language, behavior, or materials that intimidate, attack, demean, or threaten an individual or their work

Abusive or hostile behavior, including name-calling, taunting, or targeted harassment

Any conduct directed at an individual or group based on:

race, ethnicity, religion, gender, gender identity, sexual orientation, age, disability, immigration status, military status, or any other aspect of personal identity

#### **Enforcement and Appeals Process**

Upon receiving a report of a conduct violation, the LEGO® Community Ambassador or a designated Board Member may issue an immediate temporary suspension from club activities if necessary to ensure community safety.

A formal review of the incident shall be conducted by the full Board of Directors within fourteen (14) days. Ultimate disciplinary action—up to and including a formal warning, extended suspension, or full termination of membership—requires a majority vote of the Board to ensure a fair and consistent evaluation. A member facing disciplinary action has the right to present a written statement to the Board before a final vote is cast.

#### **Agreement to the Policy**

By joining TexLUG-SA and participating in any TexLUG-SA activity, members acknowledge and agree to follow this Code of Conduct.

To report any harassment, contact any of the TexLUG-SA Board members and/or LEGO® Community Ambassador or email [texlugs@gmail.com](mailto:texlugs@gmail.com).