

**Proposed Bylaws Amendment: Alachua County Labor Coalition Conflict
Resolution and Operational**

SECTION 1: Respect and Dignity

The ACLC acknowledges that all members are entitled to dignity and respect.

The ACLC will not tolerate sexual harassment, racism, misogyny, homophobia, transphobia, bullying, insulting, or other disrespectful behavior. Individuals who repeatedly violate these principles will be removed from the organization, pending approval from the Executive Board.

Section 2: Conflict Resolution

If any interpersonal concerns or conflicts arise between ACLC members, they should discuss those with (a) the colleague(s) (if they feel comfortable doing so), (b) one or both of the Co-Chairs, and (c) the Executive Board, in that order, as appropriate.

SECTION 3: Official ACLC Positions, Policies, and Viewpoints

No position, policy, or viewpoint shall be officially adopted by the ACLC unless it is either approved by a majority of the membership at a general membership meeting, or the ACLC Executive Board at a monthly meeting or via email. The Board shall only adopt position, policies, and viewpoints via email in cases where a decision needs to be made prior to the next regularly scheduled Board meeting.

When practicable, position, policy, and viewpoint recommendations shall be considered by the relevant issue committee prior to consideration by the membership or Board.

SECTION 4: Official ACLC Communications with Government Officials, Outside Organizations, and the Public

Owing to the strength found in numbers and unity, the ACLC acknowledges the necessity of presenting a united front to government officials, outside organizations, and the public. At the same time, ACLC members also acknowledge the right to disagree with one another, as well as the advantages of individual creativity and initiative.

As such, prior to communicating with government officials, outside organizations, and the public, ACLC members agree to state a position, policy, or viewpoint is that of the

ACLC only when the Executive Board or general membership has affirmed that position, policy, or viewpoint. However, ACLC members are not discouraged from asserting a position, policy, or viewpoint as their own.

ACLC members are encouraged and do not require any additional affirmation to relay the ACLC's core values when discussing issues and policy with government officials, outside organizations, and the public.