

SCCA Mission, Vision and Values

The **Mission** of the SCCA is *to fuel a safe, fun and exciting motorsports experience for auto enthusiasts.*

Our **Vision** is *to be the preferred motorsports community in the U.S., built on fun, shared passion and access to an exhilarating motorsports experience.*

In all its activities, the SCCA seeks to foster an atmosphere that encourages living the **Values** of the SCCA:

- **Excellence** – *The Spirit of a Competitor*
 - Strive to be the best
 - Display a sense of urgency
 - Never give up
- **Service** – *The Heart of a Volunteer*
 - Follow the Golden Rule
 - Treat others with respect
 - Embrace our SCCA family
- **Passion** – *The Attitude of an Enthusiast*
 - Be a passionate team player
 - Take your job seriously, but don't take yourself too seriously
 - Celebrate success and have FUN
- **Team** – *The Art of Working Together*
 - Collaborate consistently
 - Be courageous
 - Maintain perspective (balance)
- **Experience** – *The Act of Wowing our Community*
 - Deliver world-class events
 - Create memorable connections
 - Be famous for friendly service
- **Stewardship** – *The Mindset of an Owner*
 - Show up, work hard and take initiative
 - Protect the SCCA brand
 - Learn continually

SCCA Welcoming Environment

The SCCA strives to ensure that ALL participants in its events and activities enjoy a welcoming environment. The SCCA supports equality of opportunity and treatment for all participants, regardless of gender, gender identity or expression, race, color, national or ethnic origin, religion or religious belief, age, marital status, sexual orientation, disabilities, or veteran status. A commitment to a welcoming environment is expected of all its members and attendees, including drivers, workers, crew, guests, staff, contractors and exhibitors, and other participants at SCCA activities, sessions and social events and when representing the SCCA in print or electronic media.

SCCA Code of Member Conduct

Persons with an active membership (dues paid for the current period) who agree to abide to the following *Code of Member Conduct*, are considered to be Members in Good Standing:

- Respect fellow Club members and guests at all times
- Show appreciation to volunteers who give their time and energy to the Club
- Abide by the rules and engage in fair competition
- Act with integrity and the highest standards of sportsmanship
- Behave in such ways as to enhance the image of the SCCA

Policy on SCCA Standards and Expectations

The SCCA is dedicated to the highest standards of safety and sportsmanship. Any form of misconduct that undermines the integrity of the SCCA can negatively impact the perceptions or beliefs about the SCCA, debilitates morale, and interferes with safety, work effectiveness and fun. Whether they occur in-person or online, these behaviors are in direct opposition to the Code of Member Conduct and the SCCA Mission, Vision and Values and the Welcoming Environment and will not be tolerated.

Unsportsmanlike conduct is an offense that violates generally accepted SCCA rules of sportsmanship and participant conduct and includes any behavior that unreasonably or negatively impacts another's experience with the SCCA, even outside of events. Members whose appearance, associations or affiliations at or away from an event are deemed inappropriate or who exhibit conduct that is offensive, abrasive, in bad taste, or otherwise inappropriate or exhibiting conduct unbecoming a member may result in suspension from official SCCA online (social media) sites, events and other Club activities as noted in the SCCA Operations Manual, Regional Bylaws and Program Rules. The most severe findings could result in revocation of membership as noted in the SCCA Bylaws.

Persons who have been convicted of criminal activity may be denied membership or may have their existing membership suspended or revoked as noted in the SCCA Bylaws.

Conduct unbecoming a member, in order of severity:

1. Illegal acts include, but are not limited to, harassment, discrimination, retaliation, sexual harassment, sexual assault, stalking, bullying and creating a hostile or offensive environment. It is illegal (civil or criminal) if it relates to some protected characteristic such as gender, gender identity or expression, race, color, national or ethnic origin, religion or religious belief, age, marital status, sexual orientation, disabilities or veteran status and is so frequent or severe that it creates a hostile or offensive environment.
2. Unsportsmanlike conduct includes, but is not limited to, taunting, sarcasm, innuendo, obscene or offensive slogans on clothing or exposed body art, foul or profane language, offensive jokes or other verbally abusive comments that reasonably could be viewed as threatening, intimidating, demeaning or that disparage members or guests, visitors, partners or vendors. This could also include unethical behaviors by volunteers or appointed leaders and officials if they knowingly violate the rules or their fiduciary responsibility to the Club and its members.
3. Boorish behaviors include, but are not limited to, general rudeness, insensitivity, interrupting, a raised voice, and other incivility or lack of common decency. Passion and enthusiasm does not excuse such behaviors. While they do not necessarily constitute unsportsmanlike conduct, these behaviors can embarrass members and make guests uncomfortable, and they negatively impact another's experience with the SCCA.

NOTE:

- It is not harassment when someone in authority requires work be completed to a common and equal standard or provides feedback on performance or behaviors based on accepted practices and expectations.
- It is not discrimination when someone in authority assigns, changes or removes work assignments for the health, safety and welfare of an individual or group.
- It is not sexual harassment when someone politely asks someone out on a date or gives a compliment. A single request would not be considered sexual harassment, but repeated requests by an individual after the other party has indicated they are not interested could.
- It is not a hostile or offensive environment when someone uses crude comments or offensive language unless it is severe and pervasive.
- It is not unsportsmanlike conduct when someone uses jokes or offhand comments, simple teasing, or other such behaviors or isolated incidents unless it demeans or disparages someone.