



Confederate Riders of America

Code of Conduct

All Members of the Confederate Riders of America (CRA) shall act with honesty, integrity and openness in all their dealings with representatives of our organization. Our organization upholds the values of respect, fairness and integrity.

Conduct yourself in a professional manner. Do not act in any way that may disgrace the CRA organization.

Warning Level

- 1) There is a chain of command that shall be followed at all times.
- 2) Respect fellow members - disagreements to be dealt with privately and follow the chain of command.
- 3) Your personal drama between each other has NO place in the CRA. You may request a sit-down meeting with the SA as moderator with the intent of settling the issue for the sake of the CRA. If so, you must accept the SA recommendations.
- 4) You are your brother's keeper and your sister's keeper.
- 5) Other Organizations that are engaging in the same goals as CRA shall not be slandered or tarnished in any way on social media or otherwise.
- 6) Any flag rallies or events concerning the CRA shall request approval from Chapter President or at-large members must seek approval from National President prior to event.
- 7) The business of the CRA is CRA business. We don't discuss our private business with anyone outside our organization.
- 8) Any incident involving law enforcement, MCs, RCs, or other clubs must be reported to your SAA and President.
- 9) Patch holders must log their hours. Hours reset on the anniversary of your patch-in date.
- 10) Absences from meetings must be approved 48 hours in advance.

Level 1

- 1) Correct behavior shall be expected while wearing your CRA apparel. Zero Tolerance for any misconduct while representing our colors.
- 2) If you have an issue with another member, don't bring it to a public function. We are in the public eye and under constant scrutiny and some would love to discredit us or mar our reputation.
- 3) Keep the BS out of the CRA. Don't bring outside Drama into the CRA.

- 4) All members will follow the CRA Standard Operating Procedures (SOP).

Level 2

- 1) The CRA strictly prohibits any information of plans, intentions or correspondence discussed on any site but the CRA website.
- 2) Don't take on another's duties unless you have been asked to do so by that person.
- 3) The use of the CRA logo or likeness thereof shall not be reproduced for resale or distribution in any manner without the approval in writing from CRA National HQ.

Exception: National, State, and Chapter usage for advertisement and/or Promotion purposes shall be permitted. (EG Banners, Tents, etc.)

Level 3

- 1) No member shall wear any support wear for another club. This includes clothing, pins, patches, rings, get back whips or any organization specific items. (e.g. Knuckleduster rings, ballpeen hammer pins etc.)

Exception: You may possess things as mementoes and may put them on in the privacy of your own home, but they should not be worn publicly or with any CRA apparel.

- 2) Any contact with media about the CRA shall only be permitted when prior approval is given by Chapter President or at large members request approval from National President.

Level 4

- 1) Dropping/Removing the Flag or colors from national HQ or designated official locations.
- 2) Any funds collected must be reported to the treasurer and notated in the ledger.
- 3) Failure to transmit Logo Royalty to state or National.

Level 5

- 1) There is zero tolerance for racism. Any acts of racism will be grounds for termination of membership. Any patched members shall return center patch and rockers, as they are the property of the CRA, if membership is revoked or terminated for any reason.
- 2) Three (3) violations of the same code of conduct.
- 3) No member shall appear at a COC meeting unless it is pre-approved by the National Officers.
- 4) If at any time you are found guilty of any crime that would have kept you out of the CRA you will be removed out bad.

Infraction Penalties

This Code of Conduct is divided into infraction levels, each having increasingly stiffer penalties for infractions.

Any misconduct shall be taken to Chapter Sergeant-at-Arms.

Any misconduct by at large members shall be handled by State or National Sergeant-at-Arms.

All Infractions will be reported to the national SAA in a monthly report. Any infractions above a level1 will be reported within 24hrs of the incident

The infraction count runs for a one-year period with the count reducing as the infraction passes its anniversary date.

Hours for infractions are hours in active CRA service.

Three violations in any 12-month period will result in a level 5 hearing.

1st Infraction = (Penalty is at face value)

2nd Infraction = +1 (Infraction level is stepped to next level)

3rd Infraction= +2 (Infraction level is stepped up two levels)

Non-Patched Member (NP)

Patch Earner (PE)

Patched Member (PM)

Level 1 Infraction

NP: Mandatory 20 hours.

PM: 20 hours added, and colors taken for 30 days. You must wear a black **PE** vest with solo Confederate flag patch when at events or riding.

Level 2 Infraction

NP: Mandatory 40 hours

PM: 40 hours added and 60 days without your colors. You must wear a black PE vest with solo Confederate flag patch when at events or riding.

Level 3 Infraction

NP Mandatory 60 hours

PM: 60 hours added and 90 days without your colors. You must wear a black **PE** vest with solo Confederate flag patch when at events or riding.

Level 4 Infraction

NP Mandatory 80 hours

PM: 80 hours added and 120 days without your colors. You must wear a black **PE** vest with solo Confederate flag patch when at events or riding.

Level 5 Infraction

PJD (Pre-Judgement Diversion)

A member may request a PJD hearing and will have 30 days to prepare his appeal.

A Referral Hearing before the National Officers will convene where the matter shall be reviewed, and the member may present their defense. The member shall appear in person or via video conference.

If the board feels that the member is willing able to redeem himself, he may be afforded that opportunity.

A vote will be called, and the member will be approved or denied. This vote will only require a majority vote.

Note: The member must make a visible appearance at the PJD hearing. Failure to do so will negate the appeal as the member must be available for cross examination at the hearing.

Local or state CRA entities shall facilitate this process when a member does not have the technology themselves

Requirements for PJD:

- 200 hours,
- 1 year color suspension which includes all rags and cuts but requirement to be at all meetings and functions.
- During that time, you must wear a black P.E. vest with solo Confederate flag patch when at events or riding.

- Any infraction during that one-year period will immediately be a level 5 infraction which will result in immediate expulsion.

Expulsion/ OUT BAD

Should the board feel that the person is incorrigible, the penalty is immediate expulsion.

If the individual feels that the expulsion is unjust or that the level 5 infraction is unjust, he may petition to the national Sergeant at arms for an appeal of the State board's decision. He or she will be given 30 days to appeal.

The board shall hold no animosity toward the member either way for the appeal. All board members must remain neutral and non-biased and judge solely on the matter at hand and give no weight to the individual as to let the process apply evenly to everyone in the organization.

Note!

These infractions shall only be against any published code of conduct or bylaws. In the event that a member's conduct is unacceptable and there is no infraction in writing for that conduct, the member shall receive a warning with no disciplinary action. That infraction will be sent to the board in emergency session to decide whether this shall be an addendum to the code of conduct. This must receive approval from the national SA and president of the organization as well as 2/3 majority of the national board.

Exception! If your actions are deemed sufficient to cause substantial harm to the organization, the board may impose an infraction action of any level. This level will be decided by the following criteria:

- 1) Is it more likely than not that the member, using common sense, should have known better?
- 2) Was the member's action malicious?
- 3) Was the member's action premeditated?
- 4) Was the member warned by others beforehand?
- 5) Does the member show remorse?
- 6) What action has the member taken to rectify the issue?

Arrest or Incarceration

Should you be arrested, the infraction level will be based on the severity of the arrest and outcome. In the event of an arrest, you should make every effort to negotiate cover or removal of any CRA logos, especially in public photos which includes mug shots.

If you are arrested your procedure should be as follows:

- 1) Make every effort to keep the CRA logo out of pictures and videos.
- 2) Make every effort not to take your phone or cut to jail.
- 3) Inform your President and SA; After bonding out, make sure you tell all the details. Do not attempt to dress it up. If you are incarcerated, remember most facilities listen and record your calls.

A judgement will be made by the National Officers based on the following criteria.

- 1) Nature of the crime or infraction
- 2) Misdemeanor or Felony
- 3) How did the member plea
- 4) Was CRA's reputation damaged and to what extent
- 5) Frequency of offence
- 6) Evidence

To become a member of the CRA you must pass a background check. Any arrest that results in a conviction that would have prevented your membership shall be a level 5 infraction and shall result in immediate removal from CRA Out Bad.

Any codes broken in the above code of conduct shall be reviewed by Chapter President and National Officers. The Member shall be notified by Chapter President or National President of the decision or if any further meeting is required.