

Callicoon Business Association | MISSION STATEMENT

Make the hamlet of Callicoon and surrounding areas a better place to live, work, play and visit by enhancing the economic, social and cultural opportunities of those who work, live in and visit here.

Callicoon Business Association | OBJECTIVES

- A. To promote, encourage and enhance business in the hamlet of Callicoon.
- B. To assist businesses in providing improved services for customers and visitors.
- C. To preserve our cultural, historic and natural assets.
- D. To encourage cooperation among Members.
- E. To work with other businesses, hamlets, towns and municipalities within the Upper Delaware River Valley. To recognize and acknowledge special projects pertaining to the hamlet of Callicoon. To increase and improve the patronage to merchants in the hamlet of Callicoon and the surrounding area.
- F. To represent the position(s) of the business community in the hamlet of Callicoon to elected officials,
- G. community partners and outside organizations.
- H. To conduct activities including, but not limited to, advertising, promotion, fundraising and community service for the benefit of

Code of Conduct | GENERAL

The success of our organization is dependent on the trust and confidence we earn from our members, volunteers, partners, and the community. We gain credibility by adhering to our commitments, displaying honesty, integrity and reaching goals through honorable conduct.

We all deserve to volunteer and/or work in an environment where we are treated with dignity and respect. The Callicoon Business Association is committed to creating such an environment because it is what our members, volunteers, partners, employees, vendors, and agents deserve, but also because it brings out the full potential in each of us, which, in turn, contributes directly to our success, encourages community participation and fosters respect in our community.

The Callicoon Business Association is committed to creating an environment at our meetings, events, committees, initiatives, and all organizational work that is free of discrimination of all types and from abusive, offensive, harassing or disruptive behavior. Any member, volunteer, partner, employee, vendor and/or agent who feels harassed or discriminated against should report the incident directly to any CBA Executive Board Member or CBA Committee Chair.

All Callicoon Business Association members, volunteers, partners, employees, and/or agents are expected to support an inclusive organization by adhering to the following conduct standards. This code extends to all participants and guests who wish to attend or participate in Association meetings, functions, events, committees, projects, initiatives, and all other activities conducted by the Association:

- Treat others with dignity and respect at all times.
- Address and report inappropriate behavior and comments that are discriminatory, defamatory, harassing, abusive, offensive, unwelcome, or disruptive.

- Foster teamwork, collaboration, and participation, encouraging the representation from persons with different experiences, perspectives, and backgrounds.
- Avoid slang or idioms that might not translate across cultures.
- Where possible, support meeting arrangements for co-workers with different needs, abilities and/or obligations.
- Confront the decisions or behaviors of others that are based on conscious or unconscious biases.
- Be open-minded and listen when given constructive feedback regarding others' perception of your conduct.

The Callicoon Business Association will not tolerate discrimination, harassment or any behavior or language that is abusive, offensive, unwelcome, or disruptive.

Code of Conduct | CBA MEMBERS

As Members of the Callicoon Business Association [CBA], we recognize that membership is a privilege and that a membership brings with it the responsibility to assure that all members understand and commit to the following code of conduct. The code of conduct shall, without limitation, require members and volunteers to:

1. Abide by the Bylaws of the Callicoon Business Association, its Policies and Protocols of Operation for any applicable programs of the Association. The Bylaws serve as the governing document for all programs and will supersede all other documents.
2. Refrain from publicly disparaging the business practices of fellow Association members, volunteers, partners, employees, vendors and/or agents, refrain from condoning or engaging in misrepresentation or unethical practices.
3. Conduct business and professional activities in a reputable manner so as to reflect honorably upon the business community and fellow Association members, volunteers, partners, employees, vendors and/or agents.
4. Respect the reputation, profile, and status of the Callicoon Business Association, and represent the Association accordingly.
5. Understand, support, and promote the Vision and Mission of the Callicoon Business Association and cooperate with fellow members, volunteers, partners, employees, vendors and/or agents, in the application of this Code of Conduct.
6. Whenever reasonably possible, participate in the functions and activities of the CBA, and promote the enhancement of business growth and community enhancement within the greater Callicoon area.
7. Refrain from engaging in any practices prohibited by law or seeking unfair advantage over fellow CBA members and conform to all laws established by Municipal, State and Federal governments for the control of said business, where applicable.
8. Respect the role of the Callicoon Business Association Executive Board, Committee Chairs, Volunteers, Employees, Vendors, or any Agent of the Association.

The failure to adhere to the professional and community standards and obligations of the Callicoon Business Association, as outlined above, and defined in the CBA Bylaws, can result in the revocation of membership and/or exclusion from participating in Association Meetings, Events, Committees and/or Initiatives going forward.