

# Texas Craft Brewers Guild

## Code of Conduct

1. **We celebrate beer in positive, supportive ways for all.** In order for that to happen, we need to create a safe space built on trust and mutual respect. The Guild will not tolerate any forms of discrimination, harassment, assault, threats of assault, sexual harassment, sexual assault, threats of sexual assault, damage to property, theft of property or services, inappropriate behavior towards brewery staff or ticketed attendees, or any other behavior that is illegal, unethical, or reflects poorly on us as a festival or community. We ask that all participants use good judgment to make safe choices at all times. The Guild makes no warranty, express or implied, about the guaranteed participation of any staff, volunteers, attendees, or sponsors.
2. **We ask that ALL PARTICIPANTS exercise moderation when drinking alcohol at Guild functions,** and to be mindful of the safety of yourself and those around you. Familiarize yourself with local laws regarding alcohol. The Guild abides by local alcoholic beverage laws, and requires our participants to comply with such laws, including those regarding public intoxication, if they wish to attend or conduct themselves as representatives of our community. The Guild does not provide legal advice to our members.
3. **The Guild is a professional organization, and participants are expected to conduct themselves professionally.** We expect everyone to be mindful of their words and actions, and to ensure the safety and comfort of their fellow participants. We expect everyone to show respect for each other and all those involved in the Guild and its events, including staff, volunteers, sponsors, brewery representatives, city representatives, and city and private property.
4. **The Guild takes your safety very seriously.** If you believe something is happening that puts attendees at risk, bodily or otherwise, please let Guild staff or a brewery host know as soon as possible. All reports that we receive regarding assaults, sexual assaults, property crimes, or any other alleged felony crimes will be immediately reported to local law enforcement. We reserve the right to ask a guest, brewery, volunteer, performer, sponsor, or vendor to leave, and to report any allegations received to the appropriate authorities. If you feel you have been the victim of a crime, or witness a crime being committed, please call 911 immediately.
5. **The Guild is not a law enforcement or investigative agency, and will not act as such.** All alleged crimes will be reported to law enforcement. The Guild may take into consideration the results of any criminal or civil legal investigation or proceedings against an individual for future planning purposes. The Guild does not assume liability for any acts, negligent, intentional, or otherwise, committed by brewery attendees or their guests. Please be responsible for yourself and your group.
6. **You are an ambassador and a steward of our industry!** Any violations of the Code of Conduct will be considered by the Guild staff and leadership, who will determine what reparative actions, if any, are required by the violating person or brewery. If information is received that there has been a violation of this Code of Conduct, the violator will be apprised of the situation by phone, email, or in-person communication. Any violation of the Code of Conduct will be taken seriously. Violations may result in disciplinary action against the violating member up to and including expulsion and revocation of membership in the Guild, at the sole discretion of the Board of Directors. The Guild and its Board of Directors reserve the right to revoke a member's participation in the Guild and/or ask any participant or member to cease their participation in any Guild event, at any time, based on conduct deemed inappropriate by the Board of Directors, in its sole discretion.

If you have any questions or concerns regarding our safety policy or code of conduct, please contact Guild staff immediately. You may also report a violation of the Guild's Code of Conduct anonymously using the form posted in the member area of the Guild's website.