

MONMOUTH OCEAN REGIONAL REALTORS® MEMBER CODE OF CONDUCT

Approved 4/30/2025

PURPOSE:

MONMOUTH OCEAN REGIONAL REALTORS® (MORR) is committed to providing a productive, safe, and welcoming environment that is free from discrimination, harassment, and retaliation. Members are expected to act with courtesy and mutual respect toward each other, MORR staff, service providers, speakers, volunteers, and event participants and to comply with the MORR Member Code of Conduct. The MORR Member Code of Conduct is subject to change without advance notice.

DISCRIMINATION:

MORR prohibits discrimination based on another person's protected class characteristic pursuant to the National Association of REALTORS® Code of Ethics and any applicable federal, state or local laws, whether now or in the future.

HARASSMENT:

Harassment includes inappropriate conduct, comment, display, action, or gesture based on another person's protected class characteristics pursuant to the National Association of REALTORS® Code of Ethics, and or any other applicable federal, state or local law.

MORR prohibits the harassment of its members, staff, service providers, speakers, and event participants, or any other individual while the member is acting on behalf of or as a representative of MORR, or as a participant or attendee at any MORR event. Prohibited harassment includes all unwelcome behavior based on a protected class characteristic where the purpose or effect of the behavior is to create a hostile, abusive, or intimidating environment, or where the behavior otherwise adversely affects an individual's ability to participate, or any other conduct with the purpose or effect of unreasonably interfering with an individual's activities or work performance in violation of this Member Code of Conduct. Prohibited harassment may take various forms, including, but not limited to, the following examples:

- Verbal conduct, such as epithets, derogatory comments, slurs, negative stereotyping, or denigrating jokes, or unwanted sexual advances, solicitations, or comments.
- The use of abusive, foul, obscene and/or explicit language.
- Visual conduct, such as derogatory or sexually oriented posters, cartoons, drawings, or gestures, or the display or circulation of written or graphic material that denigrates or shows hostility toward an individual, group, based upon a protected class characteristic.
- Physical conduct, such as unwelcome contact or touching, kissing, hugging, assault, impeding, or blocking movement based upon another person's protected class characteristic.
- Harassment via technology or computers, including to transmit, communicate or receive derogatory, inappropriate pornographic, sexually suggestive, or explicit pictures, cartoons, messages, jokes, or material.

- Requests for sexual favors, whether explicit or implicit, such as unwanted sexual advances, which condition a benefit upon the exchange of the sexual favors.
- Threats, violence, threats of violence, demands, or hostile acts based upon another person's protected class characteristics.
- Inappropriate conduct, comment, display, action, or gesture based on another person's protected class characteristics pursuant to the National Association of REALTORS® Code of Ethics, and/or any other applicable federal, state or local law.

SEXUAL HARASSMENT:

Sexual harassment is one form of prohibited harassment. Sexual harassment includes but is not limited to 1) unwelcome sexual advances and other unwelcome verbal, visual or physical conduct of a sexual nature, or 2) requests for sexual favors or conduct of a sexual nature when (a) submission to or rejection of such advances, requests, or conduct is made either explicitly or implicitly a term or condition of membership, a benefit associated with membership, or employment; (b) an individual's submission to or rejection of such conduct is used as a basis for a decision affecting that individual; or (c) the purpose or the effect of such conduct is to substantially interfere with the affected individual's membership or employment or to create an intimidating, hostile or offensive work environment; or 3) sexual misconduct, which means any behavior of a sexual nature which also involves coercion, abuse of authority, or misuse of an individual's leadership position.

Harassing conduct, including sexually harassing conduct, can be committed by a person of either the same sex or gender, or the opposite sex or gender (or any other protected category) of the person subjected to the harassment. A person may be the victim of harassment even though the offensive conduct has not been directed at the person alleging harassment, regardless of the sex, gender, gender identity, gender expression, sexual orientation or other class status of the perpetrator. Additionally, sexually harassing conduct need not be intentional or motivated by sexual desire.

The following are examples, but do not represent an inclusive list of conduct that may constitute prohibited sexual harassment:

- Unwelcome sexual flirtations, propositions, advances or other unwelcome verbal, visual, or physical conduct of a sexual nature.
- Unwanted physical touching or closeness, such as massaging a person's back, neck or shoulders, hugging, kissing, patting, pinching, fondling, or touching/pulling an individual's clothing or hair, or any other touching that is nonconsensual.
- Physical gestures that imply a sexual act or sexual anatomy, touching oneself in a sexual nature.
- Brushing up against another person, standing too close, or lingering.
- Using vulgar words of a sexual nature, describing body parts, or sexual acts.
- Discussions or inquiries about sexual fantasy, preferences, history, or sex life about self or others.

- Displaying sexually suggestive or demeaning objects, pictures or cartoons, or other materials on a personal or company-owned device shared in the workplace.
- Giving personal gifts that imply an intimate relationship or otherwise lavishing someone with gifts.
- Repeated invitations and/or pressuring/coercion for dates or sexual favors; harassing phone calls, emails, texts, social media posts, or other communication.
- Any suggestion that an individual's committee assignment, leadership position, job security, project assignment, or the terms or conditions of employment depends at all on the submission to or rejection of requests for sexual favors or relations.
- Requests for sexual favors or conduct of a sexual nature when: submission to or rejection of such advances, requests, or conduct is made either explicitly or implicitly a term or condition of membership, a benefit associated with membership, or employment; an individual's submission to or rejection of such conduct is used as a basis for a decision affecting that individual; or, the purpose or the effect of such conduct is to substantially interfere with the affected individual's membership or employment or to create an intimidating, hostile or offensive work environment.
- All other unwelcome behavior based on a person's protected class characteristics where the purpose or effect of the behavior is to create a hostile, abusive, uncomfortable, or intimidating environment, or where the behavior otherwise adversely affects an individual's ability to participate in or at MORR-related activities.

HOW TO REPORT INCIDENTS OF HARASSMENT OR INAPPROPRIATE BEHAVIOR:

Any MORR member who believes they experienced or witnessed discrimination, harassment, retaliation, or any other inappropriate behavior in violation of this Code should promptly report the incident to a MORR representative, Officer, Director, Committee Chairperson, MORR event coordinator, or Chief Executive Officer.

MORR Officers, Directors and Committee Chairpersons must promptly report to MORR any possible violation of this Code they observe or become aware of, and failure to do so will generally be deemed to be a violation of this Code.

Reporting incidents of harassment or other inappropriate behavior does not prohibit the individual from filing an ethics complaint asserting a violation of the NAR Code of Ethics, as adopted by MORR.

INVESTIGATION AND DISCIPLINE:

Upon receipt of a report of possible discrimination, harassment, retaliation, or any other inappropriate behavior in violation of this Code, MORR will promptly conduct an investigation and may, on a case-by-case basis, consult with independent outside counsel. Members have a duty to cooperate with and participate in an investigation into any reported violation of this Code when asked by MORR, to do so in good faith, and to provide complete and truthful information to MORR. During the investigation, MORR will endeavor to keep the matter confidential to the

greatest extent possible and will involve only those deemed necessary to the investigation, and disclosures will only be made on an as-needed basis.

If it is determined that the investigation substantiates that a violation of this Code has occurred, MORR's Executive Personnel Committee and Chief Executive Officer will be briefed on the investigation and, in consultation with outside counsel and in accordance with MORR's Bylaws and Governance and Policies Manual, will determine any disciplinary action. If one or more of the foregoing officers are named in the complaint, MORR's Chief Executive Officer will identify a substitute to be selected from the MORR Board of Directors.

MORR reserves the right to take any necessary and appropriate action against a member who engages in any form of discrimination, harassment, retaliation, or inappropriate behavior in violation of this Code. Such actions may include, but are not limited to, prohibition from attendance at future MORR meetings or events, suspension from MORR-related travel, removal from a leadership or committee appointment, expulsion from membership, or any other action deemed appropriate by MORR.

MORR strictly prohibits all individuals from retaliating against any person who in good faith reports, or participates in the investigation of, possible discrimination, harassment, retaliation, or other inappropriate behavior in violation of this Code.

To the greatest extent allowed by law, MORR is not and will not be held responsible for any member's alleged violation of this Code or otherwise inappropriate or unlawful act.

MORR Statement of Appropriate Event Conduct

The Monmouth Ocean Regional REALTORS® (“MORR”) is committed to providing a positive and rewarding experience for everyone associated with a MORR event or those attending an event on MORR-controlled property, including without limitation all members, guests, speakers, exhibitors and vendors (“Attendees”). In addition to adherence to the MORR Member Code of Conduct by all MORR members, all Attendees agree to abide by this Statement of Appropriate Event Conduct by virtue of their attendance at a MORR event or by being present for an event on MORR-controlled property.

All Attendees are expected to conduct themselves professionally, to use good judgment and be respectful at all times while present at a MORR event or on MORR-controlled property. This includes an Attendee’s conduct while physically present at a MORR event, an Attendee’s conduct on any virtual platform associated with a MORR event, or while on MORR-controlled property.

MORR does not tolerate any inappropriate behavior, as determined at the sole discretion of MORR, including disruptive behavior, harassment, or discrimination in any form. Examples of inappropriate behavior include, but are not limited to, harassing or defamatory verbal or written comments, display or use of graphic images or language, destruction of property, threats, intimidation, yelling/shouting, fighting, unwanted physical contact, unwanted sexual conduct (whether physical, verbal, or non-verbal), and any conduct, statements, or images that denigrates or shows hostility toward an individual or group based on a protected class characteristic.

Any Attendee should immediately report any behavior they believe in good-faith violates this Statement of Appropriate Event Conduct to a MORR representative, Officer, Director, Committee Chairperson, MORR event coordinator, or Chief Executive Officer.

Attendee who believes they are in immediate danger should report the incident directly to the police via 911.

MORR, in its sole discretion, reserves the right to take any necessary and appropriate action against any Attendee who violates this Statement of Appropriate Event Conduct, including, but not limited to, immediate removal from the event, prohibition from attendance at future MORR events, removal from a committee appointment, expulsion from membership, or any other action deemed appropriate by MORR.

While MORR may, at its sole discretion, conduct an investigation, MORR does not have an affirmative obligation to perform an investigation regarding alleged violations of this Statement of Appropriate Event Conduct and may, at its sole discretion, take immediate action regarding any Attendee's conduct.

Weapons and Concealed Carry

Unless otherwise notified, all MORR-controlled property and/or MORR events are gun-free zones. With the exception of state and federal law enforcement officers, or as otherwise required by law, all Attendees are expressly prohibited from bringing any firearms onto MORR-controlled property or to any MORR event. Additionally, Attendees are also strictly prohibited from bringing any weapons, including but not limited to stun guns, tasers, nunchakus, brass knuckles, knives, explosives, or any other object that MORR, at its sole discretion, might consider dangerous or could cause harm to persons or property onto MORR-controlled property or to any MORR event.

For the purposes of this policy, weapons do not include personal protection equipment, including and limited to peppery spray, high-powered lights, loud audio devices/safety whistles. Attendees must store such personal protection equipment out of sight and secure the equipment in Attendee's personal belongings on MORR-controlled property or at any MORR event or have it stored out of sight and secured in a vehicle compartment or personal belongings in Attendee's personal vehicle. Attendees may only use personal protection equipment in self-defense. Attendees are expressly prohibited from using personal protection equipment to commit acts or threats of physical violence, including intimidation, harassment and/or coercion.

Video/Audio/Photo Consent and Usage

MORR may conduct video/audio recording and/or still photography on MORR-controlled property or at MORR events for use in connection with future educational, promotional, and



marketing activities of MORR. Your participation in the event constitutes your consent to be photographed and video/audio recorded and to all uses of the images and recordings so created.

Video/Audio/Photo Usage

MORR reserves the right to restrict video/audio recording at MORR meetings and events based on a speaker or performer's contractual agreement with MORR. Attendees agree to adhere to any restrictions relating to the recording of events. Failure to comply with such restrictions may result in an Attendee's removal from the venue, without a right of readmission, reimbursement or other compensation.

I have read, understand, and agree to abide by the terms of the MORR Code of Conduct and the MORR Statement of Appropriate Event Conduct.

Name: _____