

# Eldorado Community Improvement Association

## Guidelines for Civil Conduct

Ours is a community of diverse individuals with wide ranging needs and visions for how we want to live our lives here in Eldorado. It is the job of the ECIA Board of Directors and all Committees to balance those needs and visions within the context of the Covenants and Guidelines. We encourage input from community members affected by our deliberations, however it is important that it be done in a civil and respectful manner, whether in verbal, written or electronic form.

### **Civil conduct includes:**

- Treating others with dignity, courtesy, respect, politeness and consideration
- Speaking in tones of voice that are appropriate for the circumstances
- Being respectful of others' right to express their views, even if you disagree
- Managing conflict in a respectful way rather than a confrontational way
- Addressing the subject at hand rather than personal issues with the presenter or other community members

Differences of opinions or concerns related to specific issues are welcomed if presented in a mutually respectful manner that opens up dialogue and does not threaten, intimidate, humiliate, degrade, insult or intentionally frighten any member of the community. Behavior or speech that disrupts the meeting process or is clearly disrespectful of other Members, Residents, Committee Members, or the Board of Directors will not be tolerated.

### **Disruptive conduct includes, but is not limited to:**

- Unwarranted interruptions
- Failure to comply with Board or Committee Chair's directions
- Vulgar or obscene language, slurs or other forms of intimidation
- Physically or verbally abusive behavior including shouting

While each member of the Eldorado community holds a number of rights, privileges and responsibilities, including expressing your opinion and participating in all public meetings, the Board of Directors and the Committees expect a high standard of mutual respect and civility from all members of the community during all official proceedings.

David McDonald, President  
ECIA Board of Directors