



# Train Collectors Association

A 501(c)(3) Corporation

The Train Collectors Association was built with fellowship, fair play, and enjoyment as cornerstones of our organization. We often go about the pursuit of an elusive piece for our collection with a steadfast resolve and passion and some members even view this Association with that same zeal. Unfortunately for some, that passion sometimes crosses over the line of civility and respect for other members, volunteers, and staff of this Association.

Regrettably we have received reports following the 53<sup>rd</sup> National Convention in Denver, the recently concluded Eastern Division York Meet, and complaints from volunteer committee members and employees of the Association of abusive or disruptive behavior directed to them by our members. In addition, outside vendors supplying contractual services to the Association were verbally abused in two recent incidents.

The Train Collectors Association is committed to providing a working environment that is free from harassment, abusive behavior, and acts of violence. Disruptive behavior disturbs, interferes with, or prevents normal work activities. Examples include yelling, using profanity, waving arms or fists, or verbally abusing others. Threatening behavior includes physical actions short of actual contact or injury, oral or written threats to people, and implicit threats. These would include "getting into someone's face" or a statement such as "you'll be sorry you messed with me." Violent behavior includes any physical assault or behavior that a reasonable person would interpret as being potentially violent such as throwing things, pounding on a desk, or destroying property.

These types of behavior will not be tolerated by any member, employee, or volunteer of this Association. We cannot stress this enough. Abusive, disruptive, or threatening phone calls, emails, or contact with an employee, volunteer, or member will result in IMMEDIATE membership action which could result in suspension of membership for one year and/or possible permanent termination of membership from this Association.

The Train Collectors Association is based on the premise of fellowship. We understand that not every member agrees with current policies, procedures, or operations. If you disagree with them we encourage you to contact your Division President or other local officers and open a dialog with them regarding the policy or operational matter in question. You do have a voice in the operation of this Association, use it appropriately and effectively but most importantly, civilly. If after contacting your local representative you feel you have reached no resolve, please feel free to contact any of your National Officers. However verbally abusive language or actions directed at volunteers, employees, and contractual workers is strictly prohibited.

We ask that if you witness any behavior that does not promote the fellowship this organization was founded upon and the commitment to our core values as adopted in our Strategic Plan, please report it immediately to the National Office. It is the resolve of this Association and those undersigned that the Train Collectors Association continue to provide a safe work environment for its employees, volunteers, and vendors.

Christopher G. Allen  
National President

Clem Clement  
President-Elect

James J. Burke, Jr.  
Past President

John V. Luppino  
Operations Manager