



ARL Allies

Purpose

The ARL Allies are member representatives who serve as resources to participants at ARL events or other activities who may have experienced possible Code of Conduct violations.

Charge

The ARL Allies are a designated group of member representatives who have undertaken formal ally/bystander training. These individuals will make themselves available to participants at ARL events or other activities who may have experienced possible Code of Conduct violations. ARL Allies have the discretion to intervene on the spot in circumstances where they observe inappropriate behavior or may be called upon by an affected individual for counsel or mediation. In some cases, the intervention of an ARL Ally may help rectify a possible Code of Conduct violation situation, negating the need for formal reporting or any further action. Oversight of the ARL Allies is provided by the Code of Conduct Committee.

Membership

Any member representative may volunteer to serve as an ARL Ally as long as they receive and maintain formal ally/bystander training (the frequency of this training for maintenance purposes will be set based on advice from the consultant hired to deliver the training). There is no limit on the number of member representatives that can serve as part of this group.

Terms

There are no term limits on ARL Ally group membership, provided a member continues to meet the group's membership requirements.

Meetings

The ARL Ally group may meet periodically as needed to conduct the work of its charge or receive necessary training.

Areas of Responsibility

- Receive and maintain formal ally/bystander training

- Informally mediate disputes between parties in alleged Code of Conduct violation situations. This mediation may be proactive (if an incident is observed) or reactive (if called upon by an affected individual).

Decision-Making

None.

Code of Conduct

ARL Allies will adhere to the ARL Code of Conduct in all of their activities.

Approved by the Board of Directors January 14, 2021