



AMERICA'S BEST BEER-DRINKING CITY



A. Introduction

1. Philly Loves Beer (PLB) promotes and protects the interests of the craft beer community in the Philadelphia region. To effectively advance that mission, PLB members and their representatives must set an example by acting with honesty and integrity, conducting themselves professionally, and embracing everyone regardless of race, creed, religion, or gender.
2. PLB accordingly requires that all members, sponsors, and participants conduct themselves in accordance with this Code of Conduct. Failure to adhere to this Code may result in removal of membership, removal of venue events from the PLB or Philly Beer Week calendars, banishment from future events, or other disciplinary action.
3. When this Code discusses obligations of members, it also imposes those obligations on the individual officers, directors, partners, employees, and other representatives of a member, participant, or sponsor company. This Code also applies to the conduct of individuals serving on the PLB board and any PLB committees who are not associated with a member company.

B. Respect for the Individual and Groups

1. Everyone deserves to operate and co-exist in an environment where each individual is treated with dignity and respect.
2. The PLB is an organization committed to providing an environment free of discrimination and from abusive, offensive, or harassing behavior.
3. Therefore, all PLB members, participants, and sponsors must:
 - a. Treat all individuals and groups respectfully, recognizing their human dignity, regardless of their diverse human characteristics: race, color, sex, sexual orientation, gender expression, age, physical or mental disability, size or appearance, genetic pre-disposition, religion, ancestry, national origin, or veteran status.
 - b. Contribute to a positive environment that is free of hostile and offensive behaviors; i.e., free from harassment. Harassment, bullying and discrimination can take many forms including but not limited to unwelcome, offensive, or derogatory words, gestures, jokes, pranks, teasing, pictures, photos, recordings, materials, postings, ogling, stalking, intimidation, physical contact, advances, propositions, threats, or violence. Harassment is not necessarily sexual in nature

although it may be. Harassment may extend to those advocating, encouraging, or participating in any manner in the above behaviors.

c. Take proactive steps to prevent and stop such behavior. It is not sufficient for members, participants, sponsors, and their individual officers, directors, partners, employees, and other representatives to merely refrain from engaging in this type of behavior. Refraining from this behavior while knowingly allowing others to engage in it constitutes implied encouragement or tolerance. Members, participants, sponsors and their individual officers, directors, partners, employees, and other representatives therefore have an affirmative obligation to speak out such behavior wherever and whenever they see it regardless of whether the conduct is by a customer, fellow employee, or superior. PLB also strongly encourages its members, participants, and sponsors to provide harassment training to its employees and representatives, including but not limited to obtaining Safe Bars Certification (<https://www.woar.org/safebars/>). PLB also strongly encourages its members, participants, and sponsors to create established policies and procedures to fairly and swiftly address all claims of harassment. There are several third-party vendors that can assist with creating such policies and procedures including Lighthouse Services (<https://www.lighthouse-services.com/features-and-benefits/>).

c. Speak out without fear of retaliation when the actions of others violate the rights of any individuals or groups. Members, participants, and sponsors that engage in retaliation against those that speak out against harassment are equally as culpable as those that engage in harassment.

d. Respect the opinions of others and address conflicts in a positive and constructive manner.

e. Respect others' privacy in their personal lives.

f. Treat all individuals and groups professionally and respect their personal property.

g. To the extent that participating venues sell tickets to events supported by PLB, they are expected to require that event attendees agree to abide by this Code of Conduct as a condition to purchasing tickets to the event.

C. Responsible Alcohol Consumption

1. As brewers and members of the community of brewing enthusiasts, members and participants may share and enjoy alcohol beverages at PLB events.

2. In consuming alcohol beverages, members and participants must adhere to principles of responsible consumption.

3. Members and participants must protect the image of both the PLB and the brewing industry generally by taking steps to ensure no member, including themselves, will break any

laws in the process of purchase, sharing or consuming of alcohol beverages in association with PLB events.

4. Should members or participants consume more than a reasonable amount of alcohol and either are or appear to be incapable of functioning, either legally or appropriately, PLB members and participants accept their duty-to-act to keep those impaired members from breaking any laws and from harming themselves or others.

D. Compliance with Law

1. Brewing and the sale of beer are heavily regulated. Members must make reasonable efforts to understand and comply with all applicable legal requirements imposed on their operations by federal, state, and local authorities.

2. Members must not willfully violate or disregard the requirements of the law. A pattern of repeated violations may demonstrate willfulness.

E. Responsible Alcohol Marketing

1. Members and participants must encourage the safe consumption of alcohol beverage products and refrain from sales and marketing practices that encourage the unsafe consumption of brewer products or consumption by persons below the legal drinking age.

F. Philly Loves Beer Member Pledge of Conduct

1. We will behave in a professional manner and will respect the reputation of the brewing industry and the other organizations with which we interact.

2. We will seek to comply with applicable federal, state and local laws and in all cases will not willfully violate the law.

3. We will respect the human dignity of all individuals and groups we interact with, regardless of race, color, sex, sexual orientation, gender expression, age, physical or mental disability, size or appearance, genetic pre-disposition, religion, ancestry, national origin, or veteran status.

4. We will promote lawful cooperation within the craft brewing industry in which we work, and between members, customers, and suppliers.

5. We will act at all times in accordance with ethical standards and in the best interest of the brewing industry.