

1199 SEIU FEDERAL CREDIT UNION ABUSIVE MEMBER POLICY

The purpose of this policy is to protect the employees and members of 1199 SEIU Federal Credit Union (the "Credit Union") from abusive members or other persons. This policy is not enacted to restrict the rights and freedoms of anyone, but rather to address certain unacceptable conduct in order to assure the rights and protections of the Credit Union's employees and members.

The Board of Directors (the "Board") recognizes that the Credit Union's reputation is due in large part to the loyalty, commitment and continued efforts of its employees. The Board is committed to treating the employees of the Credit Union with the respect they deserve and is also committed to maintaining a work place free from any type of abuse.

In the event that any member of the Credit Union or other person engages in any type of abusive conduct on Credit Union property or premises toward a Credit Union employee or member, the president/CEO is hereby authorized to impose sanctions against such member or other person. In the president's absence, the executive vice president is authorized to take such action.

In that regard, any or all of the following sanctions may be imposed against a member or other person who has engaged in abusive conduct:

- denial of all services other than the right to maintain a share account and the right to vote at annual meetings and special meetings.
- denial of services which involve personal contact with Credit Union employees.
- denial of access to Credit Union premises.
- taking of other action deemed necessary under the circumstances that is not expressly precluded by the Federal Credit Union Act, the NCUA *Rules and Regulations*, or the Credit Union's bylaws.

Threats of bodily harm, actual bodily harm, or any other illegal activity against any Credit Union employee, volunteer or other member will be reported to appropriate local, state or federal authorities. Additionally, the Credit Union at its discretion may seek a restraining order.

In the cases of continued abusive behavior or an extremely abusive incident, a member shall be subject to removal from membership at a special meeting of the members or at the next annual meeting of the membership.

For purposes of this policy, "abusive conduct" includes but is not limited to the following conduct:

Any type of harassment, including age, sexual, ethnic, or racial harassment, making racial or ethnic slurs, engaging in sexual conduct, making sexual overtures; making sexual flirtations, advances or propositions; engaging in verbal abuse of a sexual, racial or ethnic nature; making graphic or degrading comments about an individual or his or her appearance; displaying sexually suggestive objects or pictures; engaging in offensive or abusive physical

contact; making false, vicious or malicious statements about any credit union employee or the credit union and its services, operations, policies, practices or management; using profane, abusive, intimidating or threatening language towards Credit Union employees or fellow members; making or suggesting threats of bodily harm or property damage to an employee or their family members; attempting to coerce or interfere with Credit Union employees in the performance of their duties at any time; conducting or attempting to conduct or engage in any fraudulent, dishonest or deceptive activity of any kind, involving credit union employees or Credit Union services; any posting, defacing or removing notices or signs on credit union premises; writing on credit union bulletin boards without management authorization; appropriation or misappropriation of Credit Union funds, property or other material proprietary to the Credit Union; immoral conduct or indecency on Credit Union premises; deliberate or repeated violations of security procedures or safety rules; possession, use or being under the influence of drugs or alcoholic substances on credit union premises; or fighting or possession of weapons of any kind on Credit Union premises except for on-duty law enforcement officers or security officers.

Reviewed and Approved by Board of Directors on:

_____ October 22nd, 2015