



Professional Association for SQL Server
Board of Directors Meeting
Teleconference – July 12, 2012
2:00 pm Pacific Time

Attendees: Adam Jorgensen, Allen Kinsel, Denise McInerney, James Rowland-Jones, Rob Farley, Kendal Van Dyke, Thomas LaRock, Douglas McDowell, Bill Graziano, Rushabh Mehta, Rick Bolesta, Neil Buchwalter, Jennifer Moser, Lara Rubbelke, Judy Christianson, Craig Ellis

Not in attendance: Raoul Illyés, Mark Souza

Agenda for Discussion:

1. June Board of Directors Meeting Minutes
2. Code of Conduct

Meeting Minutes

1. June Board of Directors Meeting Minutes

Motion A motion was made to approve version 1 of the minutes from the Board of Directors meeting held on June 21, 2012.

Motion: Bill Graziano
Second: Douglas McDowell

Adam Jorgensen	Yes
Allen Kinsel	Yes
Denise McInerney	Yes
James Rowland-Jones	Yes
Kendal Van Dyke	Yes
Rob Farley	Yes
Rick Bolesta	Yes
Neil Buchwalter	Yes
Jennifer Moser	Yes
Lara Rubbelke	Yes
Thomas LaRock	Abstain
Rushabh Mehta	Abstain

Motion passed (12 yes, 0 no, 2 abstain).

Motion A motion was made to approve version 1 of the minutes from the Board of Directors meeting held on June 25, 2012.

Motion: Bill Graziano
Second: Douglas McDowell

Adam Jorgensen	Yes
Allen Kinsel	Yes
Denise McInerney	Yes
James Rowland-Jones	Yes
Kendal Van Dyke	Yes
Rob Farley	Yes
Rick Bolesta	Yes
Neil Buchwalter	Yes
Jennifer Moser	Yes
Lara Rubbelke	Yes
Thomas LaRock	Abstain
Rushabh Mehta	Abstain

Motion passed (12 yes, 0 no, 2 abstain).

2. Code of Conduct

Based on feedback from the Board of Directors, the proposed Code of Conduct was reframed as an Anti-Harassment Policy and broken into two parts: a policy and a process document.

Rick Bolesta noted the policy did not specify that the prohibited behaviour needed to be addressed at a particular individual. He was concerned that an overheard statement, conveyed by a third party could constitute a violation of the policy despite there being no direct communication to the harassed party. He requested the language be tightened up to include "directed to an individual". Denise McInerney noted that Presenters might not direct their remarks to an individual however can make general comments which would be in violation of the policy. James Rowland-Jones asked if that should be a part of the Speaker Contract. Rick clarified that "harassment" is by definition directed at an individual; a "code of conduct" would cover general statement.

Neil Buchwalter requested more specific language to prohibit harassing behaviours. Lara Rubbelke wanted the process document to protect both sides of the claim until a decision is reached.

Rob Farley asked for clarification of what is meant by conference staff being trained to handle situations. Denise stated the aim would be for PASS HQ staff, not convention centre or registrations staff, to be trained on how to respond. Tom LaRock noted the volunteers at the doors of sessions are the most visible and would therefore be the most likely ones to be told first of an issue. Judy Christianson said that training on who to contact can be provided to those volunteers. They are provided radios and are able to contact HQ for escalation. Rick said if PASS was serious about this policy, it would have to notify everyone who works on Summit about it. The training offered to everyone can be as simple as informing them of who to contact.

There was discussion about adding the policy to the terms and conditions of Summit registration.

Lara asked if there was a basis for the procedure. Denise noted it was easier to find policies than procedures. The proposed procedure came from a Women in Technology Wiki. Rick noted CA publishes its policy but not the procedure or training materials.

The proposed policy and procedure had been published prior to the meeting.

Adam Jorgensen reminded the Board the procedure will never be perfect but can be good. The process does not require a Board vote.

Action Denise will revise the document and put it forward for a final legal review. She intends to put forward a motion at the July 26 meeting.

3. Next Meeting

Teleconference at 2:00 pm Pacific Time on July 26, 2012.

The meeting was adjourned at 2:54 pm pacific time.