



Sons of Union Veterans of the Civil War
Office of the Commander-in-Chief
Mark R. Day
104 Mullbury Place
Lynchburg, Virginia 24502
cinc@suvcw.org



General Order # 11
SERIES 2017-2018
7 December 2017

1. On November 13th, 2017 a complaint of Harassment was forwarded to the Commander-in-Chief and the National Counselor by a Brother of the Order against another Brother of the Order., In accordance with the SUVCW Harassment Policy a confidential investigation was started by the National Counselor. All involved parties were provided opportunity to make statement, the National Counselor reviewed the C&R, and he consulted with individuals knowledgeable in the law. On the 1st of December 2017 the National Counselor informed the parties affected and the CinC of his findings and opinion, that there were no grounds to bring the accused brother up on for discipline as his actions had been an innocent error of judgement and not a malicious act. The National Counselor also recommended that instruction should be provided to the membership, to prevent such misjudgments of conduct and behavior from happening in the future.
2. During the period 1-4 December the CinC contacted additional individuals who were versed in the specific laws of the state in which the harassment incident had occurred to assist him in his deliberations.
3. In view of the information that has been provided to me by the various sources and means, I have stated above; I find and direct the following:
 - a. I find that while unwelcomed, distressing, and offensive to those affected the accused Brother's behavior was not intended to be malicious, that he meant no harm by his actions. His significant shortcoming was a failure to recognize that his actions were offensive, unwelcomed, and lacked the consent of the affected party.
 - b. In keeping with, what I was advised was, a likely legal outcome in such matters; a letter of warning and instruction will be delivered to the accused brother stating he is to have no contact with the complaining Brother or those in relationship with the Complaining Brother while in attendance at all SUVCW events. Additionally, it will state that that any further contact, which was initiated by the accused Brother could result in disciplinary action being taken against him in accordance with the SUVCW Constitution and Regulations. It will also be incumbent upon the complaining Brother and those in relationship with him to ensure they do not initiate any contact with the accused.

- c. The Programs and Policies Committee will be instructed to review the current Harassment policy, bring it in line with the generally accepted laws on harassment, the definitions of harassment, and ensure its provisions for discipline are in sync with those outlined in our other policies.
 - d. Brothers are hereby instructed that they must look to regulate their behavior when interacting with other Brothers, Sisters and Guest who attend SUVCW ceremonies and meetings. Physical contact with others either by hugging, taking another's hand, or even attempting to communicate with someone who has indicated that they are uncomfortable with those actions is not an acceptable behavior no matter how innocently they may have been done. Our pledge of Fraternity, Charity, and Loyalty demands that we honor each other and do no harm to those we associate with.
4. I also hereby order that at future National Encampments all individuals seeking access to the meeting room other than a Brother of the SUVCW, shall not be allowed access without the permission of the chair. Members of the Allied Orders, making official visits will as tradition dictates be under the escort of the Provost or his designated representative and presented to the chair in the proper manner.

Ordered this 7th Day of December 2017.

Mark R. Day



Commander-In-Chief
Sons of Union Veterans of the Civil War

Attested:

Jonathan Davis
Secretary, National Order,
Sons of Union Veterans of the Civil War