

Moved: _____

Second: _____

MOTION

Whereas, the statements and actions of Richard Norton, acting in his capacity as Southwestern Division Director of ARRL have over a period of years been consistently divisive and have created a hostile working environment for ARRL staff, ARRL Board members, paid and volunteer officers and at least one ARRL contractor; and

Whereas, Mr. Norton has repeatedly made threats of litigation against ARRL and individual Board members during the course of ARRL board or committee actions, and in correspondence, in violation of the *ARRL Policy on Board Governance and Conduct of Members of the Board of Directors and Vice Directors* (the Code of Conduct);

Whereas, Mr. Norton publicly criticized the ARRL Code of Conduct for Board members at a public Amateur Radio gathering by virtue of his characterizations thereof, thus criticizing publicly the collective action of the Board of Directors adopting said Code of Conduct and drawing the Board's collective decision making into disrepute, in violation of multiple portions of the Code of Conduct, including but not limited to Sections 1.b. and 8.a, 8.b., 8.d; and 8.f; and

Whereas, Mr. Norton has been cautioned by Board members that his actions and his manner in the above respects are not acceptable and cannot continue, with no notable change in his behavior since that time; and

Whereas, Article 11 of the ARRL Articles of Association permits the Board of Directors to expel any ARRL member upon good cause shown and after notice and an opportunity to be heard; and Article 12 limits eligibility for Directors and Vice Directors to continue to serve as such to full members of ARRL; and

Whereas, Mr. Norton has been given a copy of the Recommendation of the Ethics and Elections Committee dated September 7, 2017, and has responded to it in writing and tendered to the Board of Directors two statements of ARRL members in support of his response;

Now, therefore, the Board of Directors having considered the recommendation of the Ethics and Elections Committee at a Special Meeting of the Board of Directors duly called for the purpose of considering the actions of Mr. Norton and an appropriate remedy therefor, and in view of the information before it and taking into account Mr. Norton's response and his submissions in response thereto, finds that there exists sufficient cause (i.e. a material violation of the ARRL Code of Conduct that has caused harm to the League) to publicly censure Mr. Norton for his unacceptable behavior as an ARRL Board Member, and Mr. Norton is admonished by the Board that no further, similar behavior will be tolerated. That action is so ordered.