



MINUTES

Board of Directors Special Meeting December 2, 2025 7:00pm Central Time ZOOM

The meeting was called to order by Brian Helander at 7:02 pm

Roll Call conducted by Secretary Gene Fraikes. Quorum was present.

Brian explained that the reason for the meeting was to talk about adopting the draft copy of the Sexual Harassment Position that was distributed with the agenda.

Motion was made by Michael Lentz and seconded by Weston Crow-Tucker to adopt the Sexual Harassment Position statement that was distributed. Discussion ensued.

There was a lot of discussion about the proposed Position statement. Without objection there were several minor changes included some rearrangement of certain parts. Once all present were comfortable with the document the motion passed.

Brian advised he will have the position statement posted to the website along with our Animal Issues and DEI statements. He also stated that this is an evolving document and could be modified in the future should that be needed.

There being no further business the meeting adjourned at 8:00 pm.

**IGRA Special Meeting BOARD OF
DIRECTORS ROLL CALL
December 2, 2025**

[illegible]

International Gay Rodeo Association (IGRA)

Creating a Safe and Respectful Rodeo Community

The International Gay Rodeo Association (IGRA) believes every person deserves to feel welcome, valued, and safe at all our events. We are committed to maintaining an environment where respect, inclusion, and kindness guide how we treat one another—on and off the arena grounds.

Our Shared Commitment

Every member of the IGRA community—competitors, volunteers, staff, and spectators—plays a role in creating a positive experience for everyone.

We expect everyone to:

- Treat others with dignity, courtesy, and fairness.
- Communicate and behave in ways that make others feel comfortable and respected.
- Step in, speak up, or seek help if you witness disrespectful or harmful behavior.
- Support those who come forward to share concerns or experiences.

What Sexual Harassment Feels Like

Sexual harassment isn't always easy to define, but it's easy to recognize when behavior crosses a line. Examples include:

- Unwanted or uncomfortable touching, hugging, or physical contact.
- Unwanted comments, jokes, or gestures that are sexual or demeaning.
- Unwanted repeat requests for dates or attention after being declined.
- Unwanted displaying or sharing sexual images, videos, or messages.
- Unwanted sexual behavior that makes someone feel unsafe, humiliated, or pressured.

Our rodeo community is built on trust and friendship—none of these behaviors have a place in it.

If Something Happens

If you experience or witness behavior that doesn't feel right:

1. Speak up or reach out. The individual affected should consider reaching out to law enforcement authorities, if you feel it is warranted.
2. You can talk to your IGRA trustee, any IGRA Board Member, or another trusted person at the event.
3. You'll be heard and supported. All discussions are treated respectfully and confidentially.
4. Your safety matters. Anyone who comes forward will be protected from retaliation or exclusion.

Accountability and Growth

IGRA will address it promptly and fairly. Our goal is not only to stop the behavior but also to help individuals understand its impact and learn from it. Misconduct may lead an individual to take legal action or to file an EPRB.

Everyone's Responsibility

Together, we can make IGRA events a place where:

- . Every voice is heard, every person feels safe and every interaction reflects the values of respect, inclusion, and integrity that define our community.

Contact

If you need to talk, reach out to:

- . Your Trustee
- . Any IGRA Board Member

- Any Rodeo Official or Event Organizer

Event Poster Version

Respect Is How We Ride

At IGRA, we stand for inclusion, respect, and community.

- Sexual harassment or disrespect of any kind is not part of who we are.
- If something feels wrong, say something, do something.
- Together, we make the rodeo a place where everyone belongs.