

Findings of the West Salem Neighborhood Association 2020 Ethics Committee

Whereas the image of the West Salem Neighborhood Association (WSNA) has been compromised as a result of incidents observed at recent WSNA meetings and posts on Facebook (FB) sites and said behaviors have negatively affected the public perception of WSNA;

Whereas the Officers of the West Salem Neighborhood Association (WSNA), as leaders and role models of the WSNA, must set an example of behavior that is beyond reproach;

Whereas actions or behaviors exhibited by WSNA officers have a nexus with the WSNA;

Whereas, at a WSNA monthly membership meeting on June 15, 2020 Mark Coutis, Vice-chair of the West Salem Neighborhood Association, repeatedly spoke out of turn and was observed by multiple individuals to have rolled his eyes and acted in an oppressive manner in response to individuals who expressed alternative views to his position on the "defunding of the police";

Whereas Mr. Coutis was responsible for multiple FB posts which denigrated others for their opinions, called people names, used profanity and created a hostile and unwelcoming environment;

Whereas Mr. Coutis, on June 16, 2020, posted on his personal FB page, during a discussion regarding protesters associated with the Black Lives Matter (BLM) movement, "They need to get their asses tied to a tree and whipped !!";

Whereas the City of Salem received a complaint on Wednesday, June 17, 2020 referring to "...the very unprofessional comments posted by West Salem Vice Chair, Mark Coutis, on the West Salem Neighborhood Association Facebook page?";

Whereas, WSNA Chairman Kevin Chambers, in consultation with the City of Salem staff, formed an Ethic Committee to investigate the complaint;

Whereas further examples of Mr. Coutis' posted comments on both his personal FB page and the WSNA FB page include: "Nice try dickhead", "Typical BLM destroy everything and want a paycheck", "I condone reparations, Mother Fucker.";

Whereas the Ethics Committee found, in its July 19th report to the WSNA membership, that West Salem Neighborhood Association officers are required to “observe in their official acts the highest standards of morality, and that their conduct in both their official and private affairs should be above reproach.”;

Whereas on July 21, 2020 Mr. Coutis, a WSNA FB site administrator, responded to a non-resident applicant wishing to join the West Salem Neighborhood Association FB page with the following words: “Keep your local queen and quit asking to join the WSNA page.” and “Weasel boy, you didn’t adhere to the rules....”;

Whereas Chairman Chambers requested that the Ethics Committee submit specific recommendations and determine a remedy for Mr. Coutis’s actions per Article X (Ethics) of our WSNA Bylaws; and

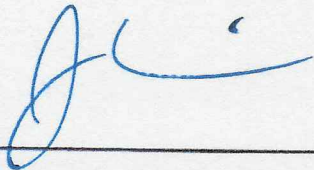
Whereas the ethics committee determined that, per Article X of the WSNA Bylaws, Mark Coutis violated the WSNA Code of Ethics; now, therefore, be it

Resolved, that the WSNA Ethics Committee:

1. recommends Mr. Coutis submit a genuine apology to the WSNA membership for his derogatory words and insulting behavior. He shall write a statement which will a) be posted on the WSNA Facebook site and b) shall be in the minutes of the next general membership meeting;
2. recommends Mr. Coutis be excluded from any participation in any WSNA Facebook group entirely until September 1, 2021. This includes any and all personal posts to the WSNA Facebook site and in his role as administrator or moderator of the site;
3. recommends the Executive Committee reaffirm the Equity Statement approved at the WSNA General Membership meeting on July 20, 2020; and
4. recommends the Equity Statement be visible on the WSNA FB site, at in-person meetings of the WSNA, and will be part of the official record for WSNA on the City of Salem’s website.

Adopted by the West Salem Neighborhood Association Ethics Committee at the conclusion of their investigation into the ethics complaint submitted to the City of Salem regarding the inappropriate behavior of WSNA Vice-Chairman, Mark Coutis.

August 10, 2020



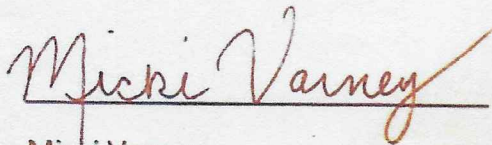
Jim Allhiser

Ethics Committee Chairman



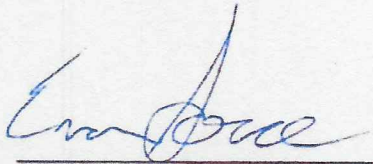
E.M. Easterly

Ethics Committee Member



Micki Varney

Ethics Committee Vice-Chairman



Evan Sorce

Ethics Committee Member

From: Mark Coutis mark.coutis@gmail.com
Subject: Re: Ethics Committee Recommendations
Date: Aug 16, 2020 at 6:38:10 AM
To: Kevin Chambers Chambers.Kevin@outlook.com,
Micki Varney mickivarney@gmail.com

I apologize that the US Constitution does not make people who don't know what they are talking about, yet believed an ex employee I fired that took a post out of context, comfortable.

I will never ever apologize for what I said about the destruction of public property.

I will never ever apologize for telling the truth.

I will never ever apologize for my right to free speech either!

It is impossible to agree with every person on every issue.

Anyone who does not support the police is fool, and supports crime. West Salem Neighbored Association doesn't need people who don't object to rioting, looting, chaos, theft, attempted abduction, assault, burglary, or any other intentional and/or organized crime- There are plenty of them breaking the law on this side of the river already.

https://en.m.wikipedia.org/wiki/Constitution_of_the_United_States

On Tue, Aug 11, 2020 at 6:15 PM Kevin Chambers
<chambers.kevin@outlook.com> wrote: