

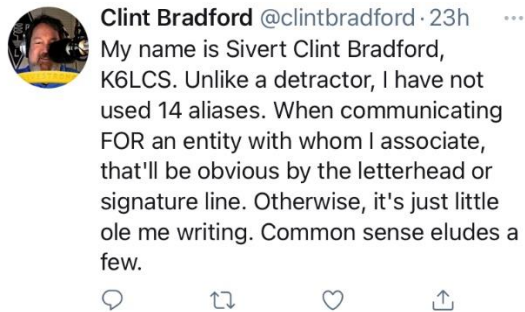
January 31, 2021

To: Robert Bankston KE4AL AMSAT-NA President

RE: Harassment and violations of AMSAT-NA Ambassador's Code of Conduct by Clint Bradford K6LCS

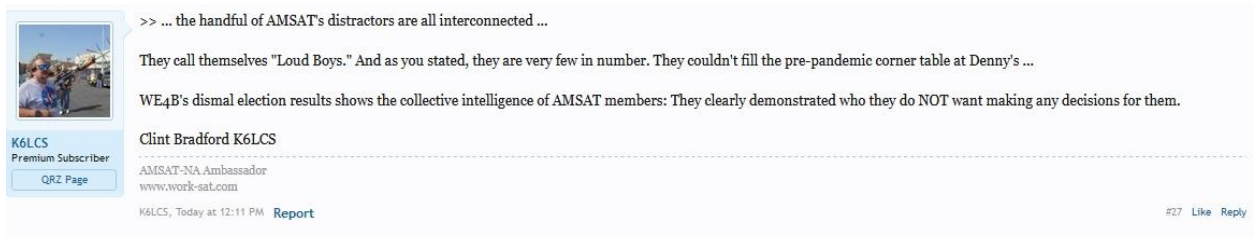
Mr. Bankston:

On January 30, 2021, Mr. Clint Bradford, an AMSAT-NA Ambassador, posted this Tweet on social media:



With this Tweet, Mr. Bradford makes it clear that when he communicates in any manner using an AMSAT-NA title in his signature line, he is communicating for AMSAT-NA. Understanding what Mr. Bradford has stated does not require much beyond a 3rd grade level of reading comprehension. To reiterate, Mr. Bradford has clearly stated that when he uses a title granted to him by AMSAT-NA, he is communicating for AMSAT-NA.

Today, January 31, 2021, Mr. Bradford posted the following on QRZ.com. Please note, Mr. Bradford is posting this using his AMSAT-NA title and, based on the above-mentioned statement, he is speaking for AMSAT-NA:



For the official record, I am a paid-member of AMSAT-NA. I hold no office. I have not been appointed to any committee and do not hold any AMSAT-NA title. I am simply a basic member. Members of AMSAT-NA, or any organization, are free to express any thoughts or feelings about organizations of which they may belong or are considering joining. As a non-elected, non-position holding member of AMSAT-NA, I can post my thoughts and feelings of the organization. If I was elected or holding some other authoritative position, I would have to temper my public speech. I am not elected, nor do I hold a position of authority within the AMSAT-NA organization. Mr. Bradford has been granted a title by AMSAT-NA. A title that Mr. Bradford is proud of and one, in which, he flaunts on social media sites. Mr. Bradford, upon receipt of his title, agreed to uphold the AMSAT-NA Ambassador Code of Conduct. Mr. Bradford also now represents

AMSAT-NA by invoking his title in public settings. Those that are in supervisory positions of those with AMSAT-NA titles should ensure that those with titles do not misuse their titles. After all, the amateur radio community is closely observing AMSAT-NA due to controversies and failures. Most organizations have rules and policies. AMSAT-NA is no exception. AMSAT-NA has rules and policies.

I will remind you of the rules of the AMSAT-NA Ambassador's Code of Conduct. I would think that you be aware of it since I am of the understanding that you wrote it:

AMSAT Ambassadors Code of Conduct

1. As AMSAT Ambassadors, we are stewards of AMSAT's Vision and Mission and are individually responsible for its delivery in a coherent and easily understandable method, with high quality, professional and educational presentations regarding the challenges and benefits of amateur radio in space.
2. We are committed to delivering accurate and timely information with clarity and completeness as our audience expects.
3. We will maintain a professional demeanor of integrity, honor, and confidentiality with other AMSAT Ambassadors, AMSAT Officers, AMSAT Associates and any audience members.
4. We will comply with legal, government, and professional obligations. We will only present information and images in the public domain or that have been approved for dissemination. We will never show proprietary, privileged, or confidential information.
5. We recognize that some members of our audience may not understand elements of our presentations, and we will treat their questions with respect, and provide answers and completely and accurately as we can. This procedure can be a method whereby we improve our presentation material.
6. We recognize that some members of our audience may have differing opinions from our own. We will treat those members and their opinions with respect and dignity, even if we do not agree.
7. We will avoid conversations that could be inflammatory, such as religious or political subjects, disparaging remarks about lack of results, and any subjects that may trigger a negative emotional response.
8. As AMSAT Ambassadors, and a representative of AMSAT, we shall not publicly post negative, disrespectful, obscene, threatening, inflammatory, harassing or discriminatory statements, material or comments or any information that will reflect negatively on ourselves, AMSAT or the AMSAT Ambassador program.

October 29, 2019

Through continued social media posts, Mr. Bradford has continuously violated the Code of Conduct. I have submitted multiple complaints regarding this, but you have refused to take action against this AMSAT-NA Ambassador. Regardless, I am submitting this complaint regarding the continuous attacks of an AMSAT-NA representative i.e. Mr. Bradford against me. Members and stakeholders throughout the world are aware of how AMSAT-NA is allowing Mr. Bradford to operate under the AMSAT-NA banner and title.

I fully expect you to fulfill your obligations to put an end to Mr. Bradford's continuous behavior of demeaning members while speaking as an authoritative voice of AMSAT-NA.

I realize that I am emailing you this information on the afternoon of Sunday, January 31, 2021 but expect to receive a response from you no later than Tuesday, February 2, 2021. AMSAT-NA publishes the rules and policies of the organization regarding what must occur when someone files a harassment complaint against a representative of AMSAT-NA. Mr. Bradford, through his post, has made it clear he is a representative of the organization when using his AMSAT-NA title. As such, you are required to follow the rules of the organization. This complain will be made public. After all, the writings of Mr. Bradford have been made in public so there is no expectation of privacy from him. You, as President of AMSAT-NA must now follow the published rules (<https://www.amsat.org/wordpress/wp-content/uploads/2018/04/AMSAT-Non-Discrimination-Policy.pdf>).

73

Jeff Johns WE4B