



# Code of Conduct

*(For Members, Volunteers, Officers, and Directors)*

This Code of Conduct outlines the expectations for everyone involved in our organization. It exists to promote a safe, respectful, and positive environment for our entire community.

## 1. Respect and Inclusion

- Treat everyone with **respect, dignity, and courtesy**.
- Do not tolerate **discrimination, harassment, bullying, or abuse** of any kind.
- Respect differences in culture, background, beliefs, and opinions.

## 2. Professional and Ethical Behavior

- Act with **honesty, integrity, and fairness** at all times.
- Do not engage in behavior that could harm the reputation or mission of the organization.
- Follow the organization's bylaws, policies, and procedures.

## 3. Safe and Positive Environment

- Help create a **safe, welcoming, and supportive space** for all participants.
- Violence, threats, intimidation, or illegal activity are strictly prohibited.
- Drugs, excessive alcohol use, or unsafe behavior at organizational activities are not allowed.

## 4. Conflict of Interest

- Avoid situations where **personal interests interfere with organizational duties**.
- Disclose any real or potential conflicts of interest to the Board when they arise.

## 5. Confidentiality

- Respect the **privacy and confidentiality** of members, volunteers, donors, and participants.
- Do not share private information without proper authorization.



## 6. Use of Organizational Resources

- Use the organization's funds, property, and resources **only for approved organizational purposes**.
- Do not misuse, waste, or take organizational property for personal use.

## 7. Communication and Representation

- Communicate in a **respectful, truthful, and responsible** manner.
- Only authorized individuals may speak publicly or to the media on behalf of the organization.

## 8. Reporting Concerns

- Any behavior that violates this Code of Conduct should be **reported to the Board or a designated officer**.
- Reports will be handled respectfully and confidentially, where possible.

## 9. Consequences of Violations

- Failure to follow this Code of Conduct may result in **disciplinary action**, including suspension or removal from membership, volunteer roles, or leadership positions, depending on the severity of the violation.

## 10. Acknowledgment

All members, volunteers, officers, and directors are expected to **read, understand, and follow this Code of Conduct** as a condition of their involvement with the organization.