ZIWC CODE OF CONDUCT

Updated and approved on 11.09.24

Goal

The primary goal of this document is to outline a code for the conduct of all club Members outlining positive relationships and expectations.

We are committed to provide a friendly, safe and welcoming environment for all, regardless of gender, sexual orientation, ability, ethnicity, socioeconomic status and religion (or lack thereof).

Expected Behaviour

- Show consideration and respect in your speech and actions.
- Refrain from demeaning, discriminatory, or harassing** behaviour and speech either in person, in writing or online.
- Respect the volunteers efforts who make the events possible to create a pleasant atmosphere
- Attempt collaboration before conflict directly with the person. If needed, seek mediation.
- Respect the Club's constitution, guidelines, policies and Membership directory.

Addressing Grievances

If and only when a conflict has not been successfully resolved through personal discussion or mediation, the Board may be notified and involved. The Board, after discussion and evaluation, may vote and take action which may include:

1. warning letter
2. temporary ban *
3. permanent expulsion from the Club *

**without refund in the case of a paid event or their annual Membership fee.*

***Harassment includes: harmful or prejudicial verbal or written comments related to gender, sexual orientation, race, religion, disability; deliberate intimidation, stalking; disruption of talks or other events.*