



# Code of Conduct

## Purpose

Northwest VEG is committed to providing a safe and friendly environment for all, regardless of gender, sexual orientation, ability, ethnicity, socioeconomic status, and religion (or lack thereof). This applies to all participants, including board, staff, contractors, members, volunteers, speakers, businesses, and attendees. This applies to all activities and operations, including events, meetings, email, and other in-person or online interactions.

All are devalued when the negative behavior or performance of another, even when well-meaning, is allowed to continue. For the good of the organization and the morale of everyone, problems must be addressed before they grow unmanageable.

## Expected Behavior

- Be honest, respectful, and constructive.
- Use courtesy and tact.
- Discuss issues in good faith and give others the benefit of the doubt.
- Be mindful of your surroundings and of your fellow participants.
- Alert Northwest VEG if you notice a dangerous situation or violations of this Code of Conduct.

## Unacceptable Behavior

- Don't intimidate, harass, or discriminate.
- Don't be harmful, derogatory, or demeaning.
- No inappropriate physical contact, stalking, harassing photography/recording, or unwelcome sexual attention.
- No inappropriate use of nudity or sexual images.

## Conflicts

Differences of opinion and other minor conflicts should be handled directly with the person(s) involved when possible. Conflict is best addressed face-to-face or by phone (not via email or other text-based communication). If the issue cannot be resolved in this manner, or if you do not feel safe handling the conflict, please bring it to Northwest VEG's attention.

## **Reporting Violations and Unresolved Conflicts**

If you are subject or witness to unacceptable behavior, feel you have been falsely accused, have an unresolved conflict, or have any other concerns, please notify Northwest VEG as soon as possible. If at an event, it may be best to contact one of the event organizers. If not, you can reach a Northwest VEG director at [info@nwveg.org](mailto:info@nwveg.org) or (503) 746-8344.

## **Consequences of Unacceptable Behavior**

Unacceptable behavior from any participant will not be tolerated. Anyone asked to stop unacceptable behavior is expected to comply immediately. Northwest VEG may take any action we deem appropriate, including but not limited to a temporary or permanent ban from some or all Northwest VEG activities without warning (and without refund in the case of a paid event).

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