

## **CODE OF CONDUCT FOR MEMBERSHIP OF YOUNG PROFESSIONALS NETWORK OF TACOMA-PIERCE COUNTY(“YPN”)**

### **What is a Code of Conduct?:**

A code of conduct is a set of organizational rules or standards regarding organizational values, beliefs, and ethics, as well as matters of legal compliance that govern the conduct of the organization and its members. Organizational members are responsible for adhering to the code of conduct and will be held accountable for failure to do so.

### **YPN Mission Statement:**

Our mission is to connect young professionals in Tacoma-Pierce County to build lasting relationships socially, philanthropically and in business.

### **About YPN:**

We aspire to develop, connect, and unite the next generation of community leaders through our core principles of LEADERSHIP, PHILANTHROPY, and NETWORKING. We grow, cultivate, engage, and retain young professional leadership in Tacoma-Pierce County. We are a growing network of Pierce County residents under 40 years old from all backgrounds, professions and lifestyles.

### **Purpose:**

The Young Professionals Network of Tacoma-Pierce County has established this Membership Code of Conduct to govern the conduct of all members of their YPN.

The personal conduct of Members during meetings and at social events is a reflection on the YPN Board, the YPN organization, and its affiliated associations.

This policy is enacted to establish a high standard of professionalism and ethics associated with YPN and to ensure an environment of professional behavior by members at YPN functions.

### **Application:**

This Member Code of Conduct applies to all Tacoma-Pierce County YPN members (collectively referred to herein as “members”).

### **General:**

Members are obligated to govern their conduct by principles of honesty, justice, fair play, and in every way possible to promote and safeguard the professional image and best interests of YPN and its membership during meetings, all related social gatherings, and events in context that is affiliated with the YPN.

### **Specific:**

Behavior that is expected and encouraged includes:

- Maintain an attitude of professionalism.
- Dress appropriately for the event.
- Conduct yourself with decorum and appropriate restraint.

Behavior that is a violation of this Code of Conduct includes, but is not limited to, the following:

- Behavior that is unruly, disruptive, or illegal in nature
- Intoxication or other signs of alcohol or substance impairment
- Foul or abusive language or obscene gestures
- Interference with the progress of the event, including disruptive behavior during sponsor remarks or any announcements
- Failing to follow instructions from event organizers or sponsors
- Verbal or physical harassment of other members, guests, or sponsors
- Behavior that detracts from the enjoyment of other members, guests, or sponsors
- Conduct that endangers other members, guests, or sponsors
- Conduct that is unreasonable, in that it casts a negative impression on the objectives of YPN

Tacoma Pierce-County YPN is committed to creating a safe, comfortable, and enjoyable experience for their members and sponsors. When attending YPN event, all members should be aware of and comply with the YPN Membership Code of Conduct.

YPN Board of Director will promptly intervene to support an environment where all participants, including YPN members, sponsors, and guests can enjoy the event.

YPN Members are responsible for their own conduct as well as the conduct of their guests. Please respect the rights of others. We thank you for adhering to the provisions of the YPN Membership Code of Conduct.

### **Process of Grievance**

If it comes to the attention of the Board that a member or officer of YPN has potentially infringed on the YPN Code of Conduct, the following procedures are to take place:

1. The YPN member or officer at issue will be required to either write a recount of the event(s) at issue, and/or be asked to give oral testimony to the quorum.
2. A quorum shall consist of more than 50% of voting YPN Officers.
3. The quorum shall vote to determine the sanction(s) of the YPN member at issue.
4. A vote to determine sanction(s) shall only be upheld if it's sustained by a majority of the quorum.
5. The sanction(s) available to the quorum range from non-action to full discharge of the YPN member/officer at issue.
6. If the YPN member/officer at issue disagrees with the decision of the quorum, he/she/it may appeal such action.
7. To appeal the YPN member/officer at issue must submit a request for reconsideration, in writing and within 30 days, to the President of the YPN Tacoma Chapter. The YPN Tacoma Chapter President will have 30 days to determine if he/she/it wants to entertain your appeal. The decision of the YPN Tacoma Chapter President is final.
8. If you are discharged from YPN membership, your membership dues will be kept and not refunded.