

Active Newcomers Club of OTOW

Rules of Conduct

The Active Newcomers Club is committed to providing a welcoming, respectful, and enjoyable environment for all members. Every member is expected to conduct themselves in a manner that reflects the Club's mission and promotes a positive experience for everyone.

1. Treat Others with Respect

- Treat all members, guests, volunteers, vendors, and Board members with courtesy, dignity, and respect.
- Be considerate of differing opinions and backgrounds.
- Foster an atmosphere of inclusion, friendship, and goodwill.

2. Appropriate Behavior

Members are expected to:

- Use respectful and appropriate language at all Club events and in all Club communications.
- Conduct themselves in a manner that reflects positively on the Club.
- Follow the directions of event leaders, hosts, committee members, and Board members when necessary for the orderly operation of Club activities.

3. Prohibited Conduct

The following behaviors are not acceptable and may result in disciplinary action, including termination of membership:

- Harassment, bullying, intimidation, or discrimination of any kind.
- Profanity, abusive, offensive, threatening, or demeaning language.
- Personal attacks, malicious gossip, or spreading false information intended to harm another member or the Club.

- Disruptive, aggressive, hostile, or confrontational behavior at Club events or meetings.
- Repeated disrespect toward volunteers, event hosts, committee members, or Board members.
- Actions that interfere with the enjoyment, safety, or participation of other members.
- Knowingly providing false or misleading information regarding Club matters.
- Misrepresentation of the Club or unauthorized use of the Club's name, logo, or resources.

4. Club Communications

Members are expected to communicate respectfully whether in person, by email, text message, social media, or any other form of communication related to the Club.

Constructive feedback and differences of opinion are welcome when expressed respectfully. Public disparagement, repeated derogatory remarks, or communications that undermine the Club, its volunteers, or its leadership and create a hostile or divisive environment are inconsistent with the Club's mission and values.

5. Compliance with Club Policies

Members are expected to comply with:

- The Club's Bylaws.
- Policies adopted by the Board of Directors.
- Event guidelines established by activity leaders or hosts.

6. Reporting Concerns

Members who observe conduct inconsistent with these Rules of Conduct are encouraged to report their concerns to a member of the Board of Directors. Reports will be reviewed fairly and handled as discreetly as circumstances permit.

7. Disciplinary Action

The Board of Directors is responsible for protecting the mission, reputation, and best interests of the Active Newcomers Club.

Conduct that is determined by the Board of Directors to be detrimental to the mission, purpose, reputation, or best interests of the Club, or that is inconsistent with these Rules of Conduct or the Club's Bylaws, may result in disciplinary action.

Depending on the nature and severity of the conduct, disciplinary action may include:

- Verbal or written warning.
- Temporary suspension from Club activities.
- Termination of membership in accordance with the procedures outlined in the Club's Bylaws.

The Board will exercise its judgment in determining the appropriate action based on the circumstances, with the primary objective of maintaining a respectful, safe, welcoming, and enjoyable environment for all members.

8. Commitment to Our Community

Every member shares responsibility for creating an atmosphere of kindness, cooperation, inclusion, and mutual respect. By joining the Active Newcomers Club, members agree to uphold these Rules of Conduct and contribute to a positive experience for everyone.