

CODE OF ETHICS & CONDUCT

Democratic Women of Westmoreland (WOW)

Founded in 1927, the Pennsylvania Federation of Democratic Women, Inc. (PFDW) promotes the advancement of Democratic women and principles. As a chapter, WOW is committed to fostering a productive, civil, and safe environment. All members agree to uphold this Code across all platforms and gatherings.

1. Professionalism, Safety & Civility

- **Respect & Culture:** Members must maintain professional demeanor, respect individual viewpoints, and treat others with civility.
- **Meeting & Event Compliance:** Members must strictly abide by all rules established to ensure a safe, productive, and harassment-free environment throughout all meetings, events, online sessions, and all social media platforms. Failure to follow meeting rules or event guidelines will not be tolerated. Intoxication is never an excuse for misconduct.

2. Prohibited Behaviors

- **Harassment & Abuse:** Engaging in discriminatory, intimidating, or harassing verbal, physical, or visual conduct, including clothing with profane/inappropriate images or slogans. Verbal abuse, profane language, gestures, or sexually explicit behavior toward anyone is strictly banned.
- **Disruption & Solicitation:** Unprofessional behavior, stalking, deliberate intimidation, unwelcome attention, or coercion are prohibited. Distributing unapproved promotional or commercial materials is forbidden.

3. Reporting & Conflict Procedures

- **Filing a Report:** Members should immediately report misconduct to any WOW Officer or the Parliamentarian. On-site violations will be handled discreetly by pulling the offender aside to restore safety instantly.
- **Conflicts of Interest:** If a complaint involves the President, reports must go to an officer other than the Parliamentarian (who is appointed by the President). If the complaint involves the Parliamentarian or another officer, that individual is recused, and the remaining officers will govern the review.
- **Investigation & Penalties:** The President (or Parliamentarian, if the President is accused) will investigate. Penalties for violating rules may include immediate removal from a meeting, event, online space, or social media group without a refund, or permanent club expulsion subject to bylaws.
- **Confidentiality & Non-Retaliation:** Matters will be kept strictly confidential to protect all parties. Retaliation against anyone reporting a violation in good faith is strictly prohibited. Non-members may be banned or referred to law enforcement.

4. Enforcement Statement

Event, meeting, and digital community organizers retain the absolute right to take immediate action to keep environments welcoming and secure. Members must comply with cease requests immediately. Violations may result in immediate expulsion from the meeting, online space, or social media platforms, and offenders may face removal from any leadership Office held, in accordance with WOW bylaws.

By signing below, I acknowledge and agree to abide by this WOW Code of Conduct:

Printed Name:

Date:

Signature: