

# VPC Code of Conduct

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All VPC members and guests are to be respectful and be supportive of each other and of images that are being reviewed or discussed.

The offering of feedback shall be constructive and in no way deliberately negative or used as a form of personal attack.

Any offensive behavior including but not limited to, racism, prejudice, discrimination, sexism, bullying, harassment, inflammatory remarks, inappropriate actions or disclosures, unauthorized use of confidential VPC information, by VPC club members or guests is not permitted.

If such instances occur, they will be confidentially dealt with as quickly as possible, by the VPC Volunteer Executive, their legal representative or designated VPC members as necessary.

A private interview, if necessary, with the member(s) concerned will be held.

The interviewing members can for the duration of the instances suspend the member(s) until they agree to act in a reasonable manner.

However, if it is found that the member(s) conduct or re-occurring conduct makes their continued membership untenable, then the VPC Volunteer Executive will have the power to expel the member(s) in question without recourse or refund of dues paid.

This Code of Conduct will be reviewed annually by the VPC Volunteer Executive.

(Reviewed - July 18/2024)