



2024 Code of Conduct

This Code of Conduct is designed to provide all RWOP members with a set of principles for appropriate conduct.

All members shall abide by these professional standards:

1. Act honestly and ethically while in the performance of their volunteer duties;
2. Treat all RWOP members, volunteers, and community members with respect, courtesy, and dignity regardless of their political preference, ethnicity, nationality, or cultural differences;
3. Not harass, bully (1) or mistreat resort staff or other volunteers;
4. Obey all applicable local, state, and federal laws while acting on behalf of the RWOP including RWOP Bylaws, Standing Rules, and the Financial Policies and Procedures;
5. Assist and cooperate with any RWOP investigation; and
6. Seek assistance if you have questions regarding any volunteer guidelines, including the Code of Conduct. If a member, volunteer, guest, or political candidate has any questions or concerns regarding the Code of Conduct or wishes to file a formal complaint, she/he may contact the RWOP President and/or the Parliamentarian.

Board of Directors:

Serving on the Board of Directors (BOD) requires good judgment and management of reasonable risks. As a BOD member, you will be required to comply with RWOP Bylaws, Standing Committee Rules, and the Financial Policies and Procedures.

Terms of Disqualification or Removal

Members who do not comply with the Code of Conduct may be subject to disciplinary action, including and up to disqualification and/or removal.

(1) **Bullying** may rise to the level of harassment and is prohibited. Bullying is defined as unwelcome or unreasonable behavior that demeans, intimidates, ostracizes, or humiliates people, either as an individual or as a group. This includes any verbal, written, or social media. Bullying behavior is often persistent and part of a pattern, but it can also occur as a single incident. Some examples of bullying behavior include but are not limited to: abusive and offensive language, insults, teasing, and spreading rumors. It can also include a manipulation of the work environment or psychological manipulation.