

TwinWest Chamber Code of Conduct

The TwinWest Chamber of Commerce and the related TwinWest Chamber Foundation and TwinWest Political Action Committee (collectively referred to herein as 'TwinWest') is a member-driven organization, and TwinWest's ultimate purpose is to benefit its members and community through TwinWest's activities, advocacy, events, and programs. TwinWest strives to provide an environment where its members can interact with each other, TwinWest's guests, volunteers, and staff, and third parties such as non-member businesses and individuals, government representatives, and others in an enriching, positive, and respectful environment for the betterment of themselves, the communities TwinWest is a part of, and TwinWest. TwinWest's credibility, effectiveness, and reputation depend in large part on its members and others conducting themselves in appropriate ways while acting on behalf of TwinWest and while participating in TwinWest activities, events and programs.

Membership in TwinWest and participating in TwinWest activities, advocacy, events and programs is a privilege and is accompanied by responsibilities. Among other responsibilities, TwinWest requires all persons involved with TwinWest or participating in any of its activities, advocacy, events, and programs conduct themselves with courtesy, integrity, respect, in ways consistent with commonly understood appropriate social practices, and in full compliance with applicable local, state, and federal laws and regulations.

Without limiting the generality of the foregoing, TwinWest requires all persons involved with TwinWest or participating in any of its activities, advocacy, events, and programs:

1. Conduct their business and professional activities in a reputable manner that reflects honorably and positively upon the business community and TwinWest.
2. Act courteously, with integrity, respectfully, lawfully, and otherwise in ways that are consistent with and contribute positively to the credibility, good reputation, public profile, respect, and status of TwinWest.
3. Refrain from any acts, behaviors, conduct, practices, or statements that are prohibited by law or are inconsistent with commonly understood appropriate business and social mores and practices in the communities served by TwinWest. Such prohibited acts, behaviors, conduct, practices, or statements include, without limitation, any disparagement, harassment, intimidation, or oppression, whether emotional, physical or verbal in nature, directed at or otherwise involving any TwinWest members, volunteers or staff; any persons or organizations at any TwinWest activities, events, or programs; other organizations or representatives of other organizations that are in any way associated with TwinWest; or other third parties. Such prohibited acts, behaviors, conduct, practices, and statements specifically include, without limiting the generality of the preceding provisions of this policy, any defamation, slander, or harassment that is gender or sexual in nature or substance.

This policy is meant to confirm TwinWest's overall expectation and requirement that all persons involved with TwinWest and/or participating in any TwinWest activities, advocacy, events, or programs conduct themselves in appropriate, courteous, lawful, proper and respectful ways. The statements made in this policy are general directions and governing principles that are ordinarily applicable to, but do not limit or restrict, said overall expectation and requirement.

Any person observing or believing a violation of this policy has occurred should promptly report the same to the Chamber's President. If for any reason such person is uncomfortable reporting any such violation to TwinWest's President, he/she should promptly report the same to the Chairperson of the TwinWest Board of Directors. If for any reason such person is also uncomfortable reporting any such violation to TwinWest's Chairperson of the Board, he/she should promptly report the same to any other member of TwinWest's Board of Directors.

After investigation, TwinWest may take whatever action its leadership may determine appropriate in connection with any specific situation, including without limitation, terminating membership, limiting a member's or individual's participation in TwinWest for some period of time, requiring training, and/or barring a particular employee, owners, or other representative of a member from engaging in TwinWest's activities, advocacy, events, or programs for some period of time. TwinWest will not retaliate against someone who is in good faith reports and violation of this policy as provided for above. This Policy addresses only one aspect of a member's or individual's relationship with TwinWest and does not limit TwinWest's rights related to member or individual conduct in the course of the member's or individual's relationship with TwinWest.