

Code of Conduct

The Guild's policy is to maintain an environment that encourages mutual respect and is free from all forms of harassment and discrimination. Accordingly, the Guild is committed to providing a harassment free environment and to vigorously address complaints of harassment and discrimination at all levels of Leadership. We are committed to providing a harassment-free environment.

Harassment is any verbal, non-verbal, or physical contact that threatens, intimidates, silences, or coerces. We are equally committed to providing a mediated space for respectful discussion/debate, active listening, professionalism and boundary setting.

As members of a shared professional community, we expect individuals serving in any capacity with the Guild: Executive Team, Advisory Board, Committee member, or employee (Guild Leadership; in contrast to Guild members who will not be required to adhere to the Code of Conduct - no way to manage it). Guild Leadership is expected to comply with professional standards and ethical practices, including:

- Demonstrate respect for others; their property, their opinions, their work and the privacy of their personal lives;
- Refrain from engaging in any form of disruptive, discriminatory, harassing, or bullying behavior;
- Comply with the request to stop any harassing behavior;
- Treat all individuals respectfully, recognizing their human dignity, regardless of their diverse human characteristics including: race, color, religion, national origin, age, gender identity, sexual orientation, physical expression of self, citizenship, apparent or hidden disability, political affiliation, or veteran status.
- Refrain from making snide remarks (schadenfreude and 'dick-moves' are dependent on set and setting; aka, read the fucking room);
- Contribute to a positive, collaborative environment that is free from harassment, hostility, and intentionally offensive behaviors.
- Address conflicts in a positive and constructive manner; as appropriate, seek the mediation of the Advisory Board and Executive Team or a neutral third party.
- Refrain from maliciously or recklessly injuring or attempting to injure, whether directly or indirectly, the professional reputation of others;
- Refrain from being convicted of illegal business activities such as fraud, theft of property or funds, or antitrust violations;
- Refrain from knowingly pursuing deceptive or inaccurate advertising;
- Refrain from divulging to any person, firm, or company, information of a confidential nature acquired during the course of professional activities. Don't post, publish or release information or content that is proprietary or confidential.
- Behave in a safe, mature, courteous, considerate, and responsible manner at all Guild events and in all of the Guild's online spaces;

- When contributing to online discussions in non-Guild spaces, be transparent and don't contribute anonymously. Use your real name, if appropriate, identify your affiliation with the Guild and be clear about your role.
- Respect your audience. Don't publicly disparage Guild leadership, employees, members, sponsors, underwriters, affiliates, mimes, donkey dicks, furies, customers, partners, prospects, readers and viewers.
- When disagreeing with others' opinions, keep it factual, appropriate and polite.
- When posting for your personal business or project, posts cannot imply any kind of endorsement by the Guild.
- Don't share personal information, without consent, about Guild Leadership, members, sponsors, affiliates, business partners.
- Do not publicly speculate about Guild activities, motivation, intention, leadership or make forward-looking statements about what the Guild can and cannot do.
- Don't register social media channels representing the Guild without prior consent.
- The Guild is not legally responsible for your personal posts (and you may be liable if found to be in violation of the code of conduct and/or the law.)
- Escalate questions to the Executive Team if you're not sure.

Guild Leaders who fail to comply with the Code of Conduct may be terminated following a discussion with the Advisory Board that may or may not include the individual, and a unanimous vote by the Executive Team.

Signed,

Date
