

PACIFIC COUNCIL

MEMBER CODE OF CONDUCT

To advance its Mission, the Pacific Council on International Policy must reflect the dynamism and diversity of our home region and build and maintain a community of members that fosters civil, fact-based, rational discourse on foreign affairs, global engagement, and related topics.

STANDARDS

By accepting membership in the Council, members agree to uphold the Council's values and comply with the following standards both in their Pacific Council participation and in public activities in which their association with the Council may reflect on or impact the Council's mission, values, or reputation. All provisions apply to online as well as in-person activity.

1. **Non-discrimination.** Members must not engage in discrimination against, express hostility toward, or engage in unfavorable treatment of others based on race, ethnicity, nationality, religion, gender, sexual orientation or identity, physical ability, any intersection of the aforementioned qualities, or any other current or emerging protected statuses under California law.
2. **Inclusiveness.** Members should do more than simply not discriminate unlawfully. Members should contribute as they can to creating and maintaining a Council that reflects and mobilizes the full-spectrum diversity.
3. **Non-harassment.** Members must not engage in any form of sexual, verbal, physical, or other harassment or abuse of others, including unwanted physical contact.
4. **Civility and respect.** Members must not bully, use threatening language, resort to ad hominem attacks, commit defamation, engage in irrational argument, or otherwise engage in deceptive, disruptive, or uncivil behavior. Members should not engage in business solicitation or in fundraising for other organizations at Pacific Council events or meetings.
5. **Non-partisanship.** As a 501c3 organization, the Pacific Council is non-partisan in nature. All members are expected to refrain from campaigning, fundraising, or lobbying in the context of Pacific Council events, digital platforms, and other activities, without exception. Members should recognize the critical difference between nonpartisanship and bipartisanship.

All members are expected to abide by the above standards. Because the Board of Directors is the primary steward of the Pacific Council community, directors are expected to exemplify and champion the above standards at all times and to comply with the following additional requirements:

PACIFIC COUNCIL

1. **Institutional culture.** Directors are expected to acknowledge the inequities and other distortions caused by institutionalized discrimination, and to take affirmative steps to combat unconscious bias, attribution error, and structural impediments to equal opportunity, both in their work within the Council and in their other circles of activity.
2. **Conflicts of interest.** Directors are expected to serve the interest of the Pacific Council as a whole rather than those of any individual or any internal or external special interest groups. Directors must sign an annual conflict of interest statement.

PROCESS

By accepting membership in the Pacific Council, members acknowledge and accept (a) that compliance with the above standards are a condition of membership in the Council, and (b) that the Board of Directors of the Council has the authority and responsibility to enforce the Code of Conduct and address violations thereof as it concludes is appropriate in each case.

Members who wish to report a Code of Conduct violation can do so by contacting a member of the Membership Advisory Committee of the Board of Directors or the staff Membership Executive Lead.

Upon receiving a report, the Membership Executive Lead and the Membership Advisory Committee will conduct an assessment of the alleged violation, which will include an initial conversation with the member in question if the member responds to the Committee's outreach.

If the Membership Advisory Committee concludes that a violation has occurred, the Committee will refer the matter to the Governance Committee of the Board of Directors with a recommended course of action, which may, without limitation, be no action, counseling, a written warning, limiting participation in certain Council activities for a certain period of time, and/or revoking membership in the Council. The Governance Committee will decide what action to take, and that decision shall be final.

* * *