

# PACIFIC COUNCIL

## MEMBER CODE OF CONDUCT

The Pacific Council on International Policy is committed to maintaining a civil and respectful environment as we carry out our mission to build the capacity of Los Angeles and California for impact on global issues, discourse, and policy.

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 of the Pacific 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 Pacific Council's mission, values, or reputation.

All provisions apply to both online and in-person activities, as well as extend to any guest accompanying a member.

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 Pacific Council that reflects and mobilizes the full spectrum of 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.

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- a. 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.
  - b. Members should not engage in business solicitation or fundraising for other organizations at Pacific Council events or meetings.
  - c. Members are expected to maintain respectful conduct during all Pacific Council hosted and co-hosted events, webinars, meetings, and trips.
  - d. Members are expected to always conduct themselves with the utmost respect and treat others with the same level of consideration and esteemed regard.
5. Non-partisanship. As a 501c3 organization, the Pacific Council is non-partisan. 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.
6. Respect for Confidentiality of Events and Webinars. Members are expected to adhere to the guidelines set for all webinars, conferences, and events organized by Pacific Council that are exclusive to our members. Members must refrain from recording or sharing any content, including audio, video, or written materials, with the public in order to foster open dialogues and maintain trust among participants.

## PROCESS

By accepting membership in the Pacific Council, members acknowledge and accept (a) that compliance with the above standards is a condition of membership of the Pacific Council, and (b) that the Board of Directors of the Pacific 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 the Director of Membership, who will then relay the issue to the Board of Directors, Co-Chairs, and Senior Members of Pacific Council staff.

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Upon receiving a report, the Board of Directors and Co-Chairs 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 Co-Chair's outreach.

If the Co-Chairs conclude that a violation has occurred, they 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 Pacific Council activities for a period of time, and/or revoking membership of the Pacific Council. The Governance Committee will decide what action to take, and that decision shall be final.

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