

TWIG Code of Conduct

Adopted by the TWIG Board on 12th September 2024.



Every TWIG member has the right:

- To be heard and included;
- To feel safe and respected;
- To a supportive and positive environment;
- To participate in social and learning opportunities; and
- To make a complaint and to receive a prompt and fair resolution.

Every TWIG member has the responsibility:

- To listen to others;
- To respect the beliefs, backgrounds and opinions of others;
- To act and communicate respectfully including in writing;
- To always show respect and appreciation to TWIG volunteers (Club Leaders and the Board) who give up their time for the activities of TWIG and its members;
- To promote friendship, harmony and good will among members;
- To be familiar with the TWIG bylaws and this Code of Conduct;
- To work cooperatively with other members for the benefit of all;
- To maintain positive relationships;
- To care for the possessions of the Group and other members;
- To help create an inclusive and welcoming environment;
- To report actual or potential dangers both physical and psychological;
- To report bullying, harassment and discrimination;
- To be financially responsible to pay for untimely cancellations for any; events for which there is a participation fee; and
- To avoid any actions aimed at creating discord, exclusion and division.

In light of TWIG's strictly non-commercial status, members are strictly prohibited from using the TWIG list of members (including contact details) for their own gain or for the gain of persons or organisations with which they are personally associated, or to endorse any product, service or enterprise, or to give appearance of sanction of such by TWIG.

Failure to abide by this Code of Conduct may result in expulsion, subject to a decision by a 2/3^{rds} majority of the Board of Directors. In most cases, a warning will be issued in the first instance, with subsequent reoffence triggering an expulsion vote. In cases where the initial complaint is sufficiently serious, the Board reserves the right to vote on expulsion with immediate effect. The board will notify the member accused of misconduct with its intent and give them 2 weeks to make a representation in person or in writing.

All complaints and suggestions should be sent to the official TWIG email only: twiguzbek@gmail.com. The board will respond in writing no later than one month from the date of submission.

Member's name _____

Signature _____