

Women's Executive Club

Code of Ethics and Rules of Conduct

The Board of the Women's Executive Club ("WEC") has unanimously approved the following Code of Ethics and Rules of Conduct (the "Code of Ethics"). WEC believes that adherence to this Code will support a respectful, professional, and enriching experience for all members.

WEC is a private, not-for-profit club. Its purpose is to provide women executives with opportunities for fellowship with peers across diverse fields; promote the image of women executives; strengthen professional relationships among members; and support the general welfare of their business and professional communities.

To qualify for membership under the WEC By-Laws, an applicant must be a female executive of good character and reputation, consistent with the standards expected of an ethical businesswoman.

Code of Ethics and Rules of Conduct

This Code of Ethics became effective with the year 2011 renewal. Approval by the membership and publication on the WEC website shall constitute adequate notice of this Code. Payment of dues will be considered an acknowledgment of each member's agreement to abide by the Code now and in the future. Payment of dues also confirms each member's understanding that continued membership is contingent upon acceptance of and adherence to this Code.

Membership in WEC and attendance at WEC-sponsored functions are by invitation only and may be revoked or terminated by a majority vote of the Board without refund. Revocation of membership may be based on a single serious act or a pattern of misconduct. Any conduct determined by the Board to constitute a breach of any provision of this Code may subject the member to reprimand, suspension, and/or expulsion.

Member Conduct Standards

1. At all WEC-sponsored events, members shall be courteous, respectful, and professional in their dealings and communications with other members.
2. At all WEC-sponsored events, unsolicited or unwelcome contact, demonstrative bias, harassment, or interference with the activities of another member is prohibited. Members shall respect the confidence and privacy of fellow members and shall not misuse member relationships or club participation for personal profit or advantage in a manner inconsistent with this Code.
3. Profanity, obscenity, or disruptive conduct is prohibited. Persistent, disruptive, or inappropriate behavior may result in immediate removal from the event or the club.
4. Members shall not engage in libelous writing or slanderous remarks harmful to the reputation of WEC, its Board, or its members, whether in person or through social media, including blogs, networks, online communities, and discussion forums. Members

must not use any form of communication in a derogatory or damaging manner, nor conduct or condone any programs, publications, or activities that are offensive, in poor taste, or otherwise detrimental to the club's best interests.

5. Members are prohibited from engaging in conduct that is harmful to WEC, its Board, or its general membership. No WEC member may assist, invite, or condone any conduct that has the purpose or effect of interfering with the programs, proceedings, or affairs of WEC or its members.
6. Membership will not be granted or continued by any individual convicted of a misdemeanor or felony.
7. Any WEC member found to have stolen property belonging to another person at any WEC-sponsored event will be subject to automatic expulsion from the club.
8. WEC newsletters, "Members Only" Internet sites, images, the club logo, and all other WEC publications are authored, compiled, and disseminated by members and funded through member dues. As such, these materials are for the exclusive benefit of members and may not be shared with non-members.
9. WEC member contact information, including email addresses, phone numbers, and physical addresses, may not be shared or used for unauthorized, unwarranted, or unsolicited contact with members. Members may be granted access to the membership directory for the purpose of inviting fellow members to external events in which they are involved. However, this access must first be approved by the board before any member is permitted to use the directory for such purpose.

Acknowledgment

By applying for membership, renewing membership, paying dues, or attending WEC-sponsored functions, each member acknowledges that she has received, reviewed, and agreed to comply with this Code of Ethics and Rules of Conduct. Continued membership constitutes ongoing acceptance of the standards set forth in this document.

Board Authority

The Board reserves the right to interpret, administer, amend, or supplement this Code of Ethics as necessary to protect the integrity, reputation, and best interests of WEC and its membership. Any determination made by the Board under this Code shall be final, subject to the procedures and authority established in the WEC By-Laws.