



SVSWMA Code of Conduct for Members and Event Attendees

Objective:

The Southwest Virginia Solid Waste Management Association (SVSWMA) is dedicated to the mission of bringing people together in pursuit of the following common goals:

- Protecting the health and welfare of our community;
- Protecting the environment from degradation;
- Promoting better service to the public;
- Promoting awareness of latest developments in the field;
- Facilitating the exchange of ideas;
- Training operators;
- and educating the general public.

The Code of Conduct shall be applied in the pursuit of these goals; that members of the SVSWMA and event attendees would maintain a positive professional environment that is free from discrimination, harassment, and behavior that can be considered unprofessional, disruptive, inappropriate, or negligent.

Scope of Policy:

This policy applies to all people who attend events and activities organized by the Southwest Virginia Solid Waste Management Association. This includes, but is not limited to, monthly board meetings, quarterly membership meetings, the annual conference, and any related social gathering.

This policy applies to interactions between event attendees, but also to interactions between attendees and individuals unassociated with SVSWMA who are sharing the same venue or space, or those who are serving the association by facilitating events, managing venues, providing meals, etc.

Prohibited Behavior:

Discrimination or harassment on the basis of an individual's race, color, national origin, sex, gender, sexual orientation, age, religion, disability, genetic information, or any other legally protected characteristic at any SVSWMA event will not be tolerated.

Harassment is unwelcome discriminatory conduct that is severe or pervasive enough to create an environment that a reasonable person would consider intimidating, hostile, or abusive. Offensive conduct may include, but is not limited to, offensive jokes, slurs,



epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, etc.

SVSWMA also prohibits harassment against individuals in retaliation for reporting an incident of discrimination or harassment.

Any attendee who is asked to stop behaviors in violation of this policy is expected to comply immediately. If you experience or witness conduct in violation of this policy at an SVSWMA event or related gathering, report it immediately to any available SVSWMA Board Member.

Investigation

All reports of behavior that is not in alignment with the code of conduct will be quickly and discreetly investigated to the best of the ability of board members conducting the investigation.

Consequences

SVSWMA will take appropriate action based on the findings of the appropriate investigation.

Individuals deemed to have violated the code of conduct will be subject to the following consequences:

1. Removal from any SVSWMA activity without warning or refund;
2. Prohibition of participation in future SVSWMA activities;
3. Removal from SVSWMA leadership position and/or committee;
4. Ineligibility for future SVSWMA leadership position and/or committee;
5. Suspension or termination of SVSWMA membership