



Far West Agribusiness Association Event

Code of Conduct Policy

FWAA events are inclusive of all member representatives and respectful of everyone. We are committed to mutual respect and decorum between individuals at our events. The following expectations are in place for all attendees at FWAA events.

Everyone is expected, always, to display respectful behavior to the Association employees, members, and attendees as well as venue personnel of any event put on by the Association, either in person or virtually. We also encourage all Association employees, members and attendees of any event hosted by FWAA to challenge inappropriate language, assumptions, and behaviors in an assertive, inclusive, and non-aggressive way.

The policies herein apply to all attendees, speakers, exhibitors, staff, contractors, volunteers, and guests at FWAA events, including off-site social events (involving meeting participants or staff) and online venues.

Definitions

Diversity – We do not allow discrimination of an individual or a group of individuals based on their national origin, union membership, ethnicity, race, religion, age, gender (including pregnancy), sexual orientation, gender identity, marital status, veteran status, HIV status, mental or physical ability, vaccination status, etc., without this list being exhaustive.

Inclusion – Leveraging diversity to create a fair, equitable, healthy, and high performing community where all individuals are respected, and their contributions are valued.

Equity – Promotes the fair and respectful treatment of all people.

Harassment - Harassment includes speech, gestures or behavior that is not welcome or is personally offensive, regardless of its basis. It includes deliberate intimidation, stalking, unwelcome attention, harassing photography or recording, sustained disruption of talks or other events, or inappropriate/unnecessary physical contact. Behavior that is acceptable to one person may not be acceptable to another, so use discretion to be sure that respect is communicated. Harassment intended in a joking manner still constitutes unacceptable behavior. Respectful expression of differing views does not, by itself, constitute hostile conduct or harassment.

Association Responsibilities

1. Set the highest standards of diversity, equity, inclusion, integrity, and professionalism for its operations, and to communicate these to its members and any attendees for all events hosted by the Association through the Code of Conduct.
2. Ensure the consequences for violation of the Code of Conduct are made known.
3. Ensure any reports of violations of the Code of Conduct are treated confidentially and responsibly, and that the reviews of any reports are impartial and diligent.
4. Create a safe and diverse place for all employees, members and attendees of all events hosted by the Association.

5. This Association will not tolerate any form of sexual harassment including unwelcome sexual advances, requests for sexual favors, and any other verbal, physical, written, or visual harassment of a sexual nature.
6. This Association will not tolerate any form of discrimination including racial slurs, jokes or micro-aggressions that disrespects the dignity and rights of any individual.
7. This Association will not tolerate any form of violence.
8. This association prohibits any kind of retaliatory act against an individual who has complained about discrimination or assisted in the investigation of a complaint, in good faith or engaged in any other legally protected conduct. FWAA will conduct a prompt and thorough investigation of all the circumstances surrounding the alleged incident and will keep the complaint and investigation confidential to the extent practicable.

Participants Responsibilities

1. To read and abide by the Code of Conduct, and to integrate the principles it sets forth in your personal conduct while attending any event put on by the Association.
2. You have the right and responsibility to seek guidance if you are in doubt about anything written in the Code of Conduct.
3. You have an obligation to report, in writing, to the Executive Director/President of the Board of Directors/or Member of the Executive Board of Directors what you in good faith consider to be violations or possible violations of the Code of Conduct as soon as possible after you become aware of it.
4. To cooperate with internal investigations.
5. Behave in a way that does not offend, intimidate, degrade, insult, or humiliate others. This includes jokes, banter, ridicule, or taunts.
6. Understand and act upon the act that what may be acceptable to one person may not be to another.
7. Avoid slang or idioms that might not translate across cultures or be deliberate in explaining them to ensure your statements are not offensive.
8. Avoid any form of harassment including sexual harassment.

Code of Conduct Violation

The Association is committed to a thorough investigation in all matters related to and surrounding this Code of Conduct. Appropriate action will be taken as deemed necessary. FWAA will notify the individual(s) in writing regarding findings reached and actions taken.

Appeal

If an individual or member company is dissatisfied with the Executive Committee's decision, they may petition the Board of Directors in writing for a hearing. Such petition should be sent to the President and Executive Director. The Board will decide whether to hear the appeal, and if so what actions should be taken. The decision of the Board of Directors will be final.