

NMPW Code of Conduct

The New Mexico Press Women (NMPW) is committed to providing a safe, inclusive, and welcoming environment for all members, meeting participants, speakers, and panelists. All NMPW board members, members, and participants in NMPW events are expected to abide by this Code of Conduct. This policy applies to all meetings and interactions, whether in person, virtual, by e-mail, or other correspondence.

NMPW expects all to:

- Treat each other with respect and focus on the best interest of the NMPW. When there are differences of opinion, engage in civil discussions before a vote. Abide by the decisions of the board or executive board.
- Present themselves, interact, and communicate in a professional and constructive manner, whether in person, virtually, by e-mail, or other correspondence.
- Ensure that no current, new, or prospective member will be excluded or discriminated against due to any aspect of their identity.
- Respect the dignity of others and refrain from the use of profane, insulting, or otherwise offensive language, including that which constitutes harassment or abuse of others who are participating with or represent NMPW.
- Handle dissent or disagreement with courtesy, dignity, and an open mind.
- Speak up if you experience or observe anything that conflicts with this Code of Conduct.

Unacceptable Behavior:

- Inflammatory written or verbal communications about other members.
- Harassment, dishonesty, unfounded accusations, intimidation, or discrimination in any form.
- Verbal or written abuse of any kind, including verbal or written comments related to disability, appearance, race, religion, sexual orientation, or gender identity.
- Sexual harassment, which includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact an NMPW board member immediately.

Consequences of Unacceptable Behavior:

- Members who do not follow the NMPW Code of Conduct and fail to follow customary standards of professional behavior should expect that they will be dropped from the NMPW membership roll and will no longer be accepted as members of the NMPW. Membership dues will be forfeited.
- An investigation by the Board will be held on receipt of an accusation of conduct contrary to the Code.
- NMPW board members may take action deemed necessary and appropriate, including requesting the assistance of venue personnel at an event.
- Engaging in unacceptable behavior as described in this Code of Conduct may result in being asked to leave an event and/or being barred from future events, as well as having online access denied.