



Code of Conduct

Approved December 2019

Women's Energy Network, Inc. ("WEN") is committed to providing a harassment-free and welcoming environment, promoting the highest level of professionalism, and furthering the advancement of best practices in our industry.

WEN appreciates cooperation from all participants to help ensure a safe and enjoyable environment for everyone. Accordingly, WEN has enacted this Code of Conduct and expects and requires all chapters, members, staff, and guests at WEN events to abide by the letter and spirit of this Code.

WEN's Code of Conduct requires that chapters, members, staff and guests:

- Act in a manner that reflects on the organization in an appropriate and positive way;
- Adhere to the highest levels of honor and integrity;
- Serve the association voluntarily and without compensation;
- Foster a collegial and collaborative environment within the organization and industry;
- Protect the privacy and security of WEN data and information in accordance with WEN's policies and applicable laws;
- Treat all individuals in a respectful manner without regard to position, politics, religion, race, ethnicity, color, national origin, age, gender, sexual orientation, gender identity, or disability;
- Uphold the mission, vision, and core values of WEN; and
- Act within the bylaws and policies of WEN and hold true to the spirit of WEN's mission.

In addition, WEN strictly prohibits and will not tolerate harassment at any of its events or directed at any of its chapters, members, staff, or guests. Harassment includes, but is not limited to:

- Verbal comments that demean or denigrate individuals in protected classes;
- Sexual images in public spaces;
- Deliberate intimidation, stalking, or following;
- Harassing photography or recording;
- Sustained disruption of talks or other events;
- Inappropriate physical contact;
- Unwelcome sexual attention; and
- Advocating for, or encouraging, any of the above behavior.

Members are expected to report to WEN headquarters, in writing, any violations of this Code.

Violations of this Code are subject to discipline in the judgment of the WEN Global Board of Directors, including revocation of membership.

