

San Francisco Women's Political Committee

MEMBERSHIP CODE OF CONDUCT

SFWPC's mission is to endorse, empower, and elect people who self-identify as women and share our values. To achieve our organizational goals and to foster an inclusive community, All active SFWPC members must abide by our code of conduct. By purchasing a membership or accepting a gifted membership, individuals agree to abide by the principles and guidelines below. All event attendees, speakers, and guests are also expected to abide by this code of conduct.

Violations of our code of conduct may result in an individual being removed from an event without a refund, a temporary or permanent ban on said individual(s) from attending events, the revocation of SFWPC membership without refund, or other actions at the discretion of SFWPC's Board of Directors.

Shared Principles & Values

The San Francisco Women's Political Committee is a nonpartisan political organization that is committed to advancing intersectional feminism, gender equity, racial justice, and equitable systems and structures.

We expect all active members of SFWPC to share and uphold these values, as well as act as an ambassador for these principles and values within our larger political community.

Diversity, Equity, & Inclusion

Diversity, equity, and inclusion are central values of SFWPC. We expect all members to respect diverse opinions and backgrounds.

In a diverse group of individuals that have deeply held beliefs, there may be issues or points on which community members disagree. We expect individuals in all SFWPC spaces to be respectful and make space for differing opinions. This is not always an easy task, but it is integral to ensuring a diversity of viewpoints are heard.

In all SFWPC forums (in-person and online) where there is disagreement, members will refrain from: disparaging remarks, personal insults, cursing or using other abusive language; harmful, sexist, racist, ableist, ageist, homophobic, transphobic, hateful, intolerant speech or language; and physical, mental, or emotional abuse. This includes posts about other members or public opinions about groups or people that could be viewed as disparaging or harmful, sexist, racist, ableist, ageist, homophobic, transphobic, hateful, intolerant, or abusive.

Respect & Consent

SFWPC aims to foster community spaces which uphold respect and consent as guiding principles, with the safety of our members - physical, professional, and emotional - as our primary concern.

In all SFWPC forums (in-person and online), we expect members to act in a respectful and appropriate manner. Respectful and appropriate behavior includes, but is not limited to:

- Providing sufficient physical and verbal space for all members to be heard and interact in discussions, events, and other programming;
- Providing appropriate trigger warnings before discussion that is sexually explicit,

graphic, or otherwise triggering in nature;

- Ensuring that all communications in a discussion, event, or program are germane to the discussion, event, or program; and
- Ensuring that communications are free from unwanted sexual comments or advances

Comments and actions may be interrupted if the content of the comment or action is uncomfortable, distressing, and/or is distracting from the agenda of the discussion, event, or program.

SFWPC will not tolerate action without consent or with the intent/result of causing harm to our community, and for the harassment or disparagement of the organization, member, Board members, event guests and speakers.

Privacy & Confidentiality

There should be no sharing of contact information of other SFWPC members and board members without prior authorization; and

There should be no distribution of sensitive information or personal stories shared within SFWPC spaces without prior authorization.

Limitations

SFWPC is not a direct service provider. We do not provide individuals or members with legal support, policy advocacy, mental health services, or other services that assist with individual matters. SFWPC may provide an individual or member with information about city resources that can assist with a personal matter.

Personal & Shared Accountability

SFWPC is a volunteer-led and run organization, relying on the personal and shared accountability of all members to uphold our community guidelines.

We ask all members to agree to:

- Be accountable for my actions and words. If I am given feedback on something said or done, I will listen, acknowledge, and make efforts to repair any harm.
- Say something. If I witness or hear a harmful comment or action, I'll bring it forward to the Co-Presidents and/or Advisory.