MEMBER CODE OF CONDUCT

INTRODUCTION

YOUNG PROFESSIONALS IN INTERNATIONAL AFFAIRS MISSION AND VISION

a) Mission Statement: To bring together globally minded citizens and provide a neutral platform to engage on international affairs through educational forums, networking, cultural experiences and professional development.

b) Vision Statement: Allowing young and young at heart professionals from all to actively engages on international affairs in a multifaceted way which creates a better understanding of the global community

CODE OF CONDUCT

YPIA outlines the standards of conduct expected of all members. All individuals associated with YPIA should endeavor to maintain the highest standards of personal and professional conduct.

AIMS

VISION AND CHARITABLE OBJECTIVES

The principles outlined in this Code of Conduct are aligned with YPIA's Vision and Mission statements.

OBJECTIVES:

* To promote and facilitate engagement on international affairs
* To facilitate personal contact and communication among globally interested individuals

YPIA MEMBERSHIP

YPIA membership is open to all individuals

YPIA MEMBERSHIP TYPES AND FEES

The YPIA membership fees are determined by the YPIA Board of Directors.

The membership year runs for a twelve-month period from the date the member has paid YPIA membership dues. Though the general public can attend many YPIA events, many YPIA discounts and higher profile events will be limited to members in active status.

RENEWING YPIA MEMBERSHIP

Members who have paid dues via the YPIA site on meetup.com shall pay their dues annually via the provided donation link. Membership dues are non-refundable.

If a member is removed from the group for breaching the code of conduct and has paid dues, the member will not be issued a refund.

CANCELLATION AND TERMINATION OF YPIA MEMBERSHIP

The reasons for cancelling or terminating YPIA membership are:

* The member voluntarily terminates their membership
* The member has been found to have breached/violated any of the principles stated in this code.

If a breach has occurred, the member's membership will be terminated, following consultation with the YPIA Executive Steering Committee. A YPIA member can only be removed from membership based on a resolution by the board of directors clearly outlining the breech and the reasons the board has concluded that it is in the best interest of YPIA that a member be removed

THE PRINCIPLES OF THE CODE OF CONDUCT

All members are expected to act in accordance with the principles outlined in this document.

The code is based on seven key principles outlined below:

1.RESPONSIBILITY & ACCOUNTABILITY

* Members are encouraged to advance public knowledge and understanding of international affairs while respecting the views and opinions of others.
* Members shall encourage and support fellow members in their professional development and, where possible, engage with and mentor new members.
* Members shall not speak in the name of the association, its' executive committee or committees, without the authorization of the Executive committee.

2. INTEGRITY & HONESTY

All members should be:

* Honest and accurate in representing their professional affiliations and qualifications, including such matters as knowledge, skill, training, education and experience.
* Not use their YPIA membership as a means of conveying a level of competency or professional standards, as YPIA is not an accrediting body and there is no assessment of competency to attain/retain membership.

3. RESPECT AND FAIRNESS

YPIA is committed to maintaining and promoting a professional environment within which its members treat each other with dignity and respect. YPIA prohibits its members from discriminating, bullying or harassing other members for any reason. This includes actions taken against another member on the basis of cultural and role difference, age, disability, education, ethnicity, gender, language, national origin, political beliefs, race, religion, sexual orientation, marital or family status and socio-economic status. Members will respect the knowledge, insight, experience and expertise of fellow members, relevant third parties, and members of the public.

YPIA defines *bullying* as any insidious, offensive, intimidating, malicious, insulting, or abusive behavior undertaken with the intent to overpower, undermine, humiliate, denigrate or injure the recipient. YPIA views all bullying as unwarranted and unjustified. Given that bullying behavior is not always deliberate; depending on the severity of the incident, members exhibiting these behaviors may receive a warning after the first occurrence however severe displays of bullying and any continued displays of bullying behavior may result in termination of membership without refund.

YPIA defines *harassment as* any unwelcome verbal or physical behavior, including but not limited to sexual advances, intimidation, hostility, degradation, humiliation, or any other efforts to create an offensive environment. Given that harassment behavior is not always deliberate; depending on the severity of the incident, members exhibiting these behaviors may receive a warning after the first occurrence however severe displays of harassment and any continued displays of harassment behavior may result in termination of membership without refund.

The following is a non-exhaustive list of select harassment behaviors

* *Unwelcome physical contact or physical interaction:* This may include unnecessary touching or brushing, physical assault, rape, physical threats, insulting or abusive behaviors or gestures.
* *Unwelcome verbal conduct:*This may include lewd comments, sexual advances, innuendo and banter as well as offensive or stereotyped comments or jokes
* *Unwelcome written or visual interaction:* This may include sending unwelcome emails, notes or pictures as well as displaying or sending offensive material on any YPIA social-media/websites/blogs etc.

MEMBER DISPUTE PROCEDURES

If a member feels that he or she is being harassed, bullied or has witnesses another member subjected to harmful treatment during an event, function or activity, the member may reach out to either the event organizer, a program director, or other YPIA Board member to make a complaint.

Members who have complaints brought against them shall be granted the opportunity to clarify their comments or behavior or provide necessary context to the incident. Based on this information, the Board shall review the complaint to determine the complaint’s validity. If the complaint has been found to be valid, the board will determine the appropriate resolution, which may include a warning, prohibition from events for a period of time, or terminating the complainee’s membership in the organization. If the incident rises to a criminal level, the board may also pursue legal action with the pertinent authorities.

4. PRIVACY AND CONFIDENTIALITY

YPIA is an off the record organization. As such, we prohibit all recording, video-tapinig and integration of YPIA meetings or events without explicit permission of the leadership board. If an event if being recorded, YPIA will make every effort to inform all attendees prior to the start of the event. If a member is planning on attending an event which is being recorded and feels uncomfortable with the content that will potentially be captured on the recording, that member should raise this issue with the event leader prior to attending the event. If a member feels uncomfortable with what was said at a recorded event after the event, the member should immediately notify a YPIA leadership member. YPIA will make every effort to rectify the situation however, can make no guarantees that the member’s statements can be redacted at that point. By attending YPIA events, members consent to having their image captured for use in YPIA promotions and attendance to noted recorded YPIA events implies a members consent to their comments being captured anonymously.

All members should respect the individual and collective rights to privacy and maintain confidentiality in compliance with law and regulations.

5. COLLEGIALITY

Collaboration and the sharing of knowledge are encouraged at YPIA events. If a member repeatedly impedes the ability of other members to collaborate or participate, they maybe in breach of this code and may face sanctions or termination of their membership.

SUMMARY

This code of conduct establishes the principles for all YPIA members to adhere to; however, it may not cover every issue that may arise. This code encourages trust and respect from its members and nonmembers involved in our activities.