
Code of Conduct

Our Code of Conduct sets the expectations and standards of behaviour and professionalism required of all Participants to Energy Club WA Activities, along with procedures to follow when expectations aren't met. By attending a Club Activity, the Participant agrees to abide by this Code of Conduct.

EXPECTED BEHAVIOR

Participants are expected to behave in accordance with professional standards, with this Code of Conduct as well as their respective organisation's policies governing appropriate workplace behavior and applicable laws. In respect of any Activity taking place at a Venue, participants are also expected to adhere to that Venue's policies.

**“Act honestly, treat others with respect
and uphold the Club's values”**

- **Act honestly**, in good faith and in the best interests of the Club.
- **Treat others with respect**, call out and do not encourage or participate in inappropriate jokes, abuse, bullying or intimidation, either physically, verbally or on social media, of other participants or members of the public.
- **Make others feel welcome**. Be supportive of new members and Participants and network in an open, inclusive and welcoming way.
- **Be inclusive and respect our diversity**. Behave in a non-discriminatory manner that is respectful of diversity and upholds the Club's values.
- **Be appropriate and respectful of others' time** by respecting the Club's time scheduling, listening with respect to a presentation and asking relevant and respectful questions to our speakers.
- **Know your boundaries and drink moderately**. At some of the Club's activities, alcoholic beverages may be served. We expect you to drink in moderation, look out for each other and get back home in a safe way.

CONSEQUENCES OF UNACCEPTABLE BEHAVIOR

Unacceptable behavior will not be tolerated. Anyone asked to stop unacceptable behavior is expected to comply immediately.

If a Participant engages in unacceptable behavior, the ECWA may take any action it deems appropriate, including warning or expelling the offender from the event with no refund.

The ECWA reserves the right to exclude any Participant found to be breaching this Code of Conduct from participating in any further ECWA Activities on a temporary or permanent basis. All members should be aware that a serious or repeated breach of this Code of Conduct could result in a reprimand, suspension or revocation of membership.

WHAT TO DO IF YOU WITNESS OR ARE SUBJECTED TO UNACCEPTABLE BEHAVIOR

All ECWA Activities should be inclusive, welcoming and respectful. We expect all Participants to uphold these standards, and we encourage any Participant to speak up if you have a concern about behaviour that falls short of these standards or breaches this Code of Conduct.

If you are subjected to unacceptable behavior, notice that someone else is being subjected to unacceptable behavior, or have any other concerns, please notify ECWA event staff or contact the ECWA office as soon as possible. ECWA will offer you support, give careful consideration to your concern and take steps to resolve it.

If you raise a concern during an event, ECWA event staff will be available to offer support to those experiencing unacceptable behavior.

Inappropriate behaviour involving any members will be raised with the Board of Governors, who will seek to resolve the matter in accordance with the Club's values, Rules and Constitution.

Notes

“Participant” includes but is not limited to members of the club, guests, speakers, sponsors, volunteers, staff or any other attendee to one of the Club’s Activities. | “Energy Club WA”, “Club”, “ECWA” are equivalent terms. | “Activities” includes but is not limited to: events, dinners, sundowners, virtual presentations, meetings, seminars, social gatherings, any other activity organised by the ECWA and any related activity on social media.