

CODE OF CONDUCT.

All members, honorary title recipients, honor recipients, and those who serve on the Board of Directors shall adhere to this Code of Conduct. As a community service organization, it is important to maintain trust and integrity with the public. As such:

- (a) At no time shall a member of WCE be involved in a public or social media outburst that degrades, insults, or harasses a member of the community, or would bring question or disgrace to the organization.
- (b) Alcohol, Marijuana, or Illicit Drug use and its effects will not serve as an excuse for any unbecoming behavior. A Monarch or member of the Board of Directors reserves the right to ask any member to leave an event if inappropriate behavior is displayed.
- (c) Any member who is charged with a Felony during their tenure as a member of the Board or ranking committee member, shall be required to resign from their position. Should charges be dropped, the member shall be eligible to be resumed in their position for the remaining term.
- (d) Any member who seeks in their actions within the organization, to conduct financial activity that may violate established Local, State, and Federal laws governing 501(c)(3) activity shall halt said activity or be subject to removal.
- (e) Any member who attempts to defraud, provide false information regarding identity, or attempts to manipulate a financial instrument of the Corporation, shall be subject to removal and revocation of their membership.
- (f) Any member who shares information in part or whole, considered proprietary, confidential, or temporarily redacted in

the interests of the Corporation, will be grounds for immediate removal of all rights, titles, and privileges held by the member.

(g) Any member who participates or conducts activities or statements considered to, and intended to disenfranchise, degrade, or harass another member on the basis of sex, race, creed, color, religion, sexual orientation, gender expression, or physical handicap shall be in violation and subject to corrective action.

(h) Any member who makes unwanted sexual advances against another member or member of the public which results in law enforcement action, shall be in violation and subject to corrective action.

Members who violate the Code of Conduct are subject to corrective action as recommended by the Integrity Committee and affirmed by the Board of Directors.

The President and Vice President of the Board reserves the right to suspend a member's activities within the organization for up to 45 days from a violation to this Code of Conduct, provided that the violation results in an incident report or complaint. If no incident report or complaint is received regarding said violation, then the suspension shall be lifted.

Any membership deemed to be revoked by the Board of Directors, shall not be eligible for refund in part, or whole.

The membership shall have the right to file either an incident report or complaint. The Integrity Committee shall be obligated to start an investigation into any complaint within 7 days of receipt by mail or electronic communication, and the Board of Directors must act as deemed appropriate within 45 days of receipt.