



Code of Conduct

This "Code of Conduct" has been formulated in order to foster and maintain trust and confidence in the professionalism and integrity of Doyenne and its program & event participants, volunteers, contractors, and company employees.

This code of conduct outlines expectations for all who engage within the Doyenne community, as well as steps for reporting unacceptable behavior. We are committed to providing a welcoming and inspiring community for all and expect our code of conduct to be honored.

Although the stipulations are not exhaustive, they express our values, and as such, they are intended to cover situations which are most likely perceived to be encountered by members, partners, and associates of Doyenne and the ecosystems and communities we are building and maintaining.

What being in the Doyenne community means:

- **Be considerate:** Any decision you take will affect others and you should take those consequences into account when making decisions. Remember that we're a diverse community, and your primary language and personal experiences may not be someone else's.
- **Be respectful:** not all of us will agree all of the time, but disagreement is no excuse for poor behavior and poor manners. We might all experience some frustration now and then, but we cannot allow that frustration to turn into a personal attack. It's important to remember that a community where people feel uncomfortable or threatened is not a productive one.
- **Be careful in the words that you choose:** We are a community of learning professionals and we conduct ourselves professionally. Be kind to others both within the Doyenne community and the greater community. Do not insult, minimize, marginalize, or put down other participants, cultures, or subcultures. Contribute positively to the learning environment.
- **Harassment and exclusionary behavior are unacceptable:** We do not tolerate any form of harassment and exclusionary behavior. These actions could result in expulsion from the Doyenne community.

How Doyenne applies our expectations:

- **Be welcoming:** Doyenne strives to be a community that welcomes and supports people of all backgrounds and identities. This includes, but is not limited to, members of any race, ethnicity, culture, national origin, color, immigration status, social and economic class, educational level, sex, sexual orientation, gender identity and expression, age, size, family status, political belief, religion, and mental and physical ability.
- **Engage honestly:** As members, volunteers, and participants of the Doyenne community, we agree to represent ourselves truthfully, claim only work that is our own, properly attribute collaborations, and engage honestly in all matters.
- **Try to understand why we disagree:** Disagreements happen all the time. It is important that we resolve disagreements and differing views constructively. Remember that we are different. The strength of our community comes from its diversity - people from a wide range of backgrounds. Different people have different perspectives on issues. Being unable to understand why someone holds a viewpoint doesn't mean that they're wrong.
- **Be friendly and patient:** In the Doyenne community, we strive to approach every interaction with compassion and patience. Everyone is a valued member of our community.

How to Report Misconduct:

- **Contacting Leadership:** You have the right to approach Doyenne's leadership to address problems and misconduct. You should approach the level of leadership you feel best needs to be contacted based on the misconduct. You may direct misconduct to the event/program point person, Leadership Team members or staff, or to Executive Staff and Board of Directors (listed on the website). You may also report to [Lake Effect HR & Law](#).
- **Protecting Reporter:** If you do not feel comfortable revealing your identity while reporting misconduct, we will make sure to maintain your anonymity to the maximum of our abilities, your identity may become required for certain misconduct and we will work with individual(s) during these situations. We will notify you if/how your identity will be released if this becomes necessary.