



The Alliance of Women Film Composers (AWFC) **Code of Conduct** fosters a respectful and inclusive environment for all its members, promoting professionalism, collaboration, diversity, accountability, and integrity. Members are expected to adhere to the following principles:

- **Respect:** Members must respect the dignity and worth of all AWFC members, embracing diversity and refusing any discrimination, harassment, or behavior that makes others feel unwelcome or unsafe.
 - **Professionalism:** Conduct must be professional and ethical at all times, both within the AWFC community and in the broader industry. Communication must be conducted with transparency, honesty, and confidentiality.
 - **Collaboration:** Encouragement of a culture of collaboration, support, and mutual respect among members. Sharing knowledge, experience, and resources to promote the success of all members is encouraged.
 - **Accountability:** Taking responsibility for actions and their impact on others, being accountable for any harm caused, whether intentional or unintentional.
 - **Confidentiality:** Respecting the confidentiality of any sensitive or proprietary information shared within the AWFC and refraining from disclosing such information without explicit consent.
 - **Harassment:** Members are strictly prohibited from engaging in any form of harassment, including verbal harassment, non-verbal harassment, sexual harassment, cyber/online harassment, bullying, or stalking within the AWFC or in any professional setting.
- ***Harassment commonly includes the following behaviors:***
- a. ***Verbal Harassment:*** Using offensive or abusive language, making derogatory comments, threats, or unwelcome advances.
 - b. ***Non-Verbal Harassment:*** This can include gestures, displays, or written materials that are offensive, threatening, or intimidating.
 - c. ***Sexual Harassment:*** This involves unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature that creates a hostile or uncomfortable environment.

- d. **Cyber Harassment or Online Harassment:** This refers to harassment conducted through electronic means, such as social media, email, or other online platforms.
 - e. **Bullying:** Persistent mistreatment or aggressive behavior towards an individual, often with the intent to cause harm or distress.
 - f. **Stalking:** Repeatedly following, monitoring, or contacting someone against their will, causing them to fear for their safety or well-being.
- **Integrity:** Conducting all dealings with integrity, honesty, and transparency with colleagues, clients, and partners in the film and music industries.
 - **Professional Development:** Striving for continuous skills and knowledge development, supporting the professional growth of fellow members through networking, mentorship, and education.
 - **Compliance:** Complying with all applicable laws, regulations, and ethical standards governing the industry, upholding the highest ethical and moral principles in all actions and decisions.
 - **Diversity and Equity:** Actively promoting diversity and gender equity in the film and television industry, advocating for increased representation of women composers and other underrepresented groups, and working to eliminate bias and discrimination.
 - **Continuous Improvement:** Striving for continual improvement in skills, knowledge, and understanding of the industry, actively seeking out opportunities for professional development and growth.
 - **Reporting Incidents and Investigation:** We acknowledge that not all survivors feel they can come forward. We encourage members to use the *Workplace Safety* resources page on our website if they need assistance.
 - **Membership Revocation:** If a member is found to be in violation of this Code of Conduct, the Alliance of Women Film Composers (AWFC) reserves the right to revoke their membership. The nature and severity of the violation, as well as the impact on other members, will be considered in determining the appropriate course of action. Membership revocation will be implemented on a case-by-case basis, following a fair and thorough review process. The AWFC is committed to maintaining a safe and inclusive community for all its members, and this may include taking the necessary steps to address violations of the code of conduct.