



4.5 Board Members Code of Conduct.

By accepting a PLA Board Member position, you agree to abide by the following Code of Conduct for the duration of your term of Board Service.

- 1) As PLA Board Members, you are considered to represent the Portland Leather Alliance in all interactions with the Kink community.
- 2) Board communication must remain civil, respectful, and tolerant. All differences of opinion must be settled with polite, calm negotiation or agreement to disagree and move on. Personal attacks, insults, threats, derogatory terms, bullying tactics, outing of Board Members (on-line or in person), are all strictly forbidden. Sharing internal board communications is forbidden unless approved by a majority of the Board.
- 3) In your role as a Board Member, it is essential for you to provide support to your fellow Board Members when engaging with the community or the general public. Being supportive isn't limited to agreement. If any disagreements arise among Board Members, it is encouraged to address them through internal communication channels, whenever feasible.
- 4) Racial slurs, disparaging language (insulting, disrespectful, or intending to belittle, i.e., nerd, numbskull, bitch, etc.), references to {gender or sexual orientation, race, ethnicity, age, physical appearance, mental health}, aggressive or violent threats, personal attacks, real identity names, sharing of internal Board communications, are all strictly forbidden. *Caveat - actions between consenting adults in a mutually agreed to setting are exempt from the restrictions of this section.*
- 5) Social Media posts that represent the PLA must follow current policy. An exception is made for generic, publicly posted information.
- 6) All Board Members are prohibited from creating any online presence that represents the PLA or conducts any business related to the PLA, unless ownership of that presence is granted to the PLA and/or prior approval is obtained from the Board.

Violation of any part of the above Code of Conduct may and can result in termination of Board Member position and PLA membership.