

## Code of Conduct

Greater Boston Chinese Cultural Association (GBCCA) is a non-profit, non-political, premier Chinese cultural organization, supported by members, friends and operated largely by a cadre of volunteers. The well being of GBCCA depends on the good will of all those involved with the organization at every level, whether as a member, official, club leaders or administrators. All of us have a responsibility, above and beyond compliance with the law, to act with integrity, prudence, to protect the reputation of the organization and its individual members, and to adhere to the goals and principles of the organization.

To ensure a friendly and respectful environment for all, a Code of Conduct, which complies with GBCCA by-laws, is drafted for all people under the auspices of GBCCA. The Board and Executive Committee are committed to ensuring full compliance with the following pronouncements. The Board reserves the right to review documents, censure and initiate the procedure to expel violators.

**Non-discrimination** GBCCA opposes discrimination of any form and insists upon equal treatment for all. Individual clubs may establish club rules unique to its objectives, however, these rules should be established with the consent of the majority of club members, understood and applied equally to all those involved with the club.

**Mutual Respect:** GBCCA rejects the use of violence and hostility of any nature by anyone involved in the organization. Abusive language, spoken or written, threatening gestures, hostile or disruptive behavior directed towards anyone is not tolerated. Mutual respect and courtesy are required in dealing with each other in order to maintain order.

**Integrity and Fair Play:** We think before we act and consider the consequences of our actions. When there is a dispute, the expectation is that the parties will settle this in an amicable manner. Personal integrity and reputation could be irreparably damaged when unsubstantiated accusations are lodged against an individual, or a group. Instead of resolving an issue of concern, such hurtful behavior only deepens the dispute.

**Privacy:** All parties involved in a dispute, or a disagreement, must show respect for privacy. It is forbidden to broadcast one's questions or concerns through e-mail or other mass communication channel to persons not directly involved.

**Propriety:** GBCCA encourages an open and honest policy and demands the highest standards for its financial and administrative operations. Rules and regulations have been set up to guard against corruption, misrepresentation, or improper practices.

**Use of Membership List, Including E-mail List:** GBCCA maintains a membership list for internal communication purpose only. It is forbidden for anyone to use this list for personal, commercial, and political purpose.

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The success of GBCCA depends on a collaborative effort among members and community at large. The Code of Conduct is an attempt to remind ourselves that being civil, responsible, and considerate of each other not only will minimize conflict, but also will enhance our enjoyment of what has been provided by this wonderful organization and its people.