



TFG Code of Conduct

Timber Framers Guild leadership and staff are committed to providing a vibrant learning environment at our events, welcoming people from as many diverse backgrounds as possible. We expect our events to be a respectful, harassment-free environment for all people.

In that spirit, the staff, supporters, participants, instructors and project managers are expected to:

- Exercise consideration and respect in your speech and actions. All conversations should be professional, respectful and considerate of other parties’ points of view. Disagreements may happen and contribute to solving problems. Don’t make it personal.
- Be respectful of personal space and boundaries. Remember that the boundaries of good taste, humor, personal space and physical interaction differ from person to person.
- Refrain from demeaning, discriminatory or harassing behavior. Harassment and inappropriate behavior may include, but is not limited to:
 - Sexist, racist, homophobic, transphobic or otherwise discriminatory jokes or language
 - Physical intimidation, stalking or following;
 - Sustained disruption of talks or events;
 - Unwelcome sexual attention. This includes sexualized comments or jokes; inappropriate touching, groping and unwelcomed sexual advances; or
 - Advocating for, or encouraging, any of the above behavior.

Reporting a Problem –

Be mindful of your surroundings and of your fellow participants. Alert TFG staff, the project manager or event host if you notice what you assess to be a dangerous situation, someone in distress or violations of this Code of Conduct. **[Insert appropriate contact person for each event.]** You can also email Associate Directors Megan Starr (megan@tfguild.org) or Cassandra Davies (cassandra@tfguild.org) or call the Guild office at (360) 746-6571.

Corrective Actions

Where it is determined that corrective action or disciplinary action is to be taken against a participant, actions may include but are not limited to:

- An apology;
- Further training;
- Warning;
- Suspension; or
- Termination.

By signing this Code of Conduct, I acknowledge that I have read, agree to, and will abide the terms set forth herein.

Dated: _____

Name: _____
Participant

Name: _____
Timber Framer Guild Authorized Representative