

WCE Code of Conduct for Volunteers

All volunteers representing Women in Consulting Engineering (WCE) are expected to uphold the following principles when participating in WCE activities or acting on behalf of the organization:

Inclusivity

WCE is committed to fostering a welcoming and inclusive environment. Volunteers shall treat everyone with respect and fairness, regardless of identity, background, appearance, ability, or any other individual characteristic.

Fair Representation

WCE's efforts are designed to support the engineering community as a whole. Volunteers shall act without bias and avoid promoting the interests of specific individuals, sectors, or organizations at the expense of others.

Integrity and Transparency

Volunteers are expected to disclose any personal interests or potential conflicts that could influence their judgment. Acting with integrity ensures the credibility and fairness of WCE's initiatives and decisions.

Gifts and Influence

If a volunteer receives a gift or favour from a member, partner, or sponsor that could be seen as an attempt to influence decisions or actions, it should be reported to a WCE Board.

Clear and Consistent Communication

Volunteers must ensure their public and internal communications reflect WCE's values and official positions. Personal opinions should be clearly identified as such and not presented on behalf of WCE.

Confidentiality

Volunteers must maintain the confidentiality of information shared through WCE activities, meetings, or communications, unless clearly stated otherwise. This responsibility also includes respecting the confidentiality policies of their own organizations.

All WCE templates and materials produced for WCE are owned by WCE and should not be distributed or used for purposes other than for the original intended use.

Respectful Collaboration

Volunteers are expected to respect and support decisions made by the WCE Board or any committees, even if they previously held differing views during discussions.

Harassment-Free Environment

WCE is dedicated to creating a safe, respectful space for all participants. Harassment, bullying, discrimination, or any unwelcome conduct, including inappropriate remarks, exclusionary behavior, or intimidation, will not be tolerated.

Volunteers who experience or witness concerning behavior are encouraged to report it to a WCE Board member immediately. All concerns will be handled with care and discretion.

Event Participation

Volunteers are expected to uphold the **WCE Member Code of Conduct** at all WCE event, activities, and while engaging or representing WCE online or on social media. events and activities.