

KWPN NORTH AMERICA KWPN-NA

Code of Conduct

The mission of The KWPN of North America (KWPN-NA) is “To Protect and Promote the KWPN-NA in North America. In order to help the KPWN-NA succeed in this mission, a standard of conduct must be outlined for the membership. Adherence to this Code helps to ensure a safe and positive environment for all involved in KWPN-NA’s business affairs, inspections, activities, programs, events, social media presence, and **local** activities.

Standards of Conduct

It is the policy of the KWPN-NA that its members, employees, board directors, committee members, mentors, site hosts, chapters and chapter members uphold the highest level of ethical and professional behavior, and shall:

1. Act in accordance with the KWPN-NA’s By-Laws.
2. Treat with respect and consideration all persons, regardless of race, religion, gender, sexual orientation, maternity, marital or family status, disability, age or national origin. The KWPN-NA supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect and fairness.
3. Respect and protect privileged information to which they have access in the course of conducting official KWPN-NA duties.
4. Exhibit professional and ethical behavior in any and all KWPN-NA related activities. An even higher standard of behavior is expected from longstanding members, former board directors, and those in current or past leadership roles within THE KWPN-NA.
5. Refrain from hostile communication with KWPN-NA office employees.
6. Ensure any communication about KWPN-NA, including social media posts, comply with KWPN-NA’s policies on confidentiality and disclosure of proprietary information.
7. Be aware that all KWPN-NA policies that regulate conduct apply to social media activity.
8. Understand that all KWPN-NA event attendees and site hosts are expected to conduct themselves in a polite, professional and respectful manner. This Code pertains to all Inspection attendees regardless of their membership with KWPN-NA or a chapter.
9. Support KWPN-NA in protecting all members from bullying, harassment, intimidation, or any other kind of predatory behavior.
10. Make the health and safety of horses, members and attendees paramount at all KWPN-NA related activities or events.
11. Make known when representing the KWPN-NA in any capacity, one’s personal opinions are not that of the organization.

Enforcement

Violations of the Code may result in penalties of varying or accelerating degrees, depending on frequency or severity. Serious violations and their consequences fall under the jurisdiction of the **KWPN-NA Board of Directors, KWPN-NA Grievance Policy and KPWN-NA By-Laws..**