

MEMBER ETHICS AND CONDUCT POLICY

A. INTRODUCTION

The WESA members are committed to the highest standards of ethics and conduct. The Board has therefore adopted these standards of conduct and ethics. These standards apply to all members. Some members, such as those serving on the Board, may be subject to more restrictive policies or requirements. If the terms of this Section IX differ from any other applicable policy or duty whether a written policy of WESA or a duty established by law, the more restrictive policy or duty shall be required and enforced. As with other rules and standards of conduct, the policy in this Section IX is enforced according to the disciplinary rules, consequences, and procedures set forth above in Section V.

B. STANDARDS OF ETHICS AND CONDUCT

Members of WESA shall always:

1. Act with honesty and integrity in all dealings related to WESA.
2. Treat all WESA members, staff, volunteers and retailers with respect and dignity, which shall specifically and explicitly prohibit the use of profanity, aggressive communication whether verbal or written, threats, or intimidation.
3. Take no action that will, or could reasonably be expected to, result in financial, reputational, legal, or operational harm to WESA.
4. Comply with all applicable laws, rules and regulations.
5. Maintain the confidentiality of all sensitive or valuable information, especially information shared or learned in a meeting of the members or of the Board that is not intended for public disclosure, unless required to disclose such information by law, legal process, or with approval of the Board.
6. Refuse to promote any market, organization, trade show, or event that is competitive with WESA at a Market or with the use of any WESA email or contact lists.
7. Alert the Board to potential misconduct or violations of law by any Board Member, member, or staff member without fear of retribution.
8. Adhere to all standards and requirements concerning participation in WESA Markets, including but not limited to those contained in this Policy Manual and Market Rules and Regulations.