**Code of Conduct**

This voluntary Code of Conduct sets out specific standards of conduct for both associate and dues paying members of the National Organization for the Reform of Marijuana Laws (NORML) with respect to the manner in which they interact with volunteers, members, staff, reporters, lawmakers, and others.

Recognizing that the manner in which our members conduct themselves reflects upon the entire organization, upon acceptance into membership, the National Organization for the Reform of Marijuana Laws (NORML) expects that all individuals abide by NORML’s Code of Conduct in word, action, and with the spirit of integrity that is at the core of these principles.

Members of the National Organization for the Reform of Marijuana Laws (NORML) will demonstrate their commitment to the profession, to society and to their peers by pledging to uphold and abide by the following standards:

I. Members shall treat others with honesty, respect, integrity, and good faith.

II. Members shall refrain from engaging in all forms of racial discrimination - including direct and indirect racism, racial vilification and harassment – in all aspects of advocacy and volunteerism.

III. Members shall not engage in sexual harassment or other conduct that can be considered harassing, coercive or disruptive, or which creates a hostile or offensive environment.

IV. Members shall respect the views, ideas, and contributions of our peers.

V. Members shall engage in political discourse in a fashion that will facilitate a collegial, professional, and productive atmosphere within the organization.

VI. Members shall further avoid conflicts of interest, predatory practices, and dishonest behavior.

Members not only agree to abide by the principles and practices set forth in this Code of Conduct, but also acknowledge that a material violation of any of the provisions of this Code could result in disciplinary action, up to and including dismissal from their board position, chapter leadership position, volunteer position and/or immediate removal from the organization. We will treat all incidents seriously and promptly investigate all allegations.