

Norwegian Commercial Club

Code of Conduct

The Norwegian Commercial Club (“NCC”) Board has adopted the following Code of Conduct Policy (“Policy”) which is applicable to all NCC members and their guest attending NCC

meetings, when engaging with other NCC members or at NCC sponsored events.

Prohibition Against Sexual Harassment

NCC strives to maintain a gathering place that is free from discrimination and harassment. While all forms of harassment are prohibited, it is the organization’s policy to emphasize that sexual harassment is specifically prohibited. Any NCC member who engages in discriminatory or harassing conduct towards another member, a member’s guest or a volunteer or independent contractor at an NCC meeting or sponsored event is subject to removal from future NCC

activities, or if the behavior is egregious, NCC membership may be revoked.

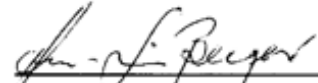
Any alleged misconduct on the part of a NCC members will be investigated promptly and as confidentially as possible by the Board.

Member Behavior

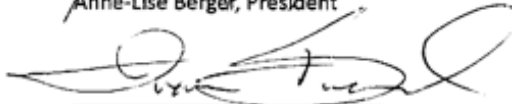
- **Respecting the opinions of fellow members, and leaving personal prejudices out of all discussions, as well as supporting actions of the organization even when the Member personally did not support the action taken.**
- **Putting the interests of the organization above personal interests.**
- **Representing the organization in a positive and supportive manner at all times and in all places.**
- **Showing respect and courteous conduct in all NCC meetings and events.**
- **Refraining from intruding on administrative issues that are the responsibility of the Board.**

Any NCC member who engages in behavior contrary to the above standard of conduct towards another member, a member’s guest or a volunteer or independent contractor at an NCC meeting or sponsored event is subject to removal from future NCC activities, or if the behavior is egregious, NCC membership may be revoked.

Approved by the Board on May 8th, 2023




Anne-Lise Berger, President



Ivan Svasand, Co-Vice-President

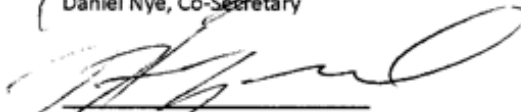
Katrina Sharpe-Svasand, Co-Vice-President



Debbi Larson, Treasurer



Daniel Nye, Co-Secretary



Ingrid Haugaard, Membership Secretary