CODE OF CONDUCT

Purpose

The Kent Washington Association of REALTORS® is committed to fostering a professional, respectful, and inclusive environment for all members, staff, volunteers, and guests. This Code of Conduct establishes the standard of behavior expected of all individuals participating in Association activities, meetings, and events, whether in person or virtually.

Scope

This policy applies to all Association members, committee members, directors, officers, staff, and guests while attending or participating in any Association-sponsored meeting, event, program, or activity, including those held in a hybrid or virtual format.

Expected Conduct

All participants are expected to:

- Treat fellow members, staff, volunteers, and guests with courtesy, dignity, and respect.
- Conduct themselves in a professional manner consistent with the NAR Code of Ethics and the standards of the REALTOR® brand.
- Refrain from engaging in discriminatory, harassing, threatening, or intimidating behavior of any kind.
- Refrain from conduct that disrupts the orderly proceedings of any Association meeting or event.
- Comply with all Association policies, including the Harassment Policy and Meetings Policy.
- Represent the Association and the REALTOR® profession with integrity in all public settings.

Prohibited Conduct

The following conduct is prohibited at all Association activities:

- Verbal or physical harassment, intimidation, or threats directed at any person.
- Discriminatory remarks or actions based on race, color, religion, sex, national origin, familial status, disability, sexual orientation, gender identity, gender expression, or any other characteristic protected by law.
- Unauthorized recording of meetings or use of artificial intelligence tools in violation of the Association's Meetings Policy.
- Conduct that willfully disrupts or obstructs any Association meeting, hearing, or proceeding.
- Misrepresentation of one's identity, credentials, or authority while acting in any Association capacity.
- Misuse of confidential Association information obtained through committee service, board participation, or any other Association role.

Reporting

Any person who believes this Code of Conduct has been violated should report the concern promptly to the Association Executive or, if the complaint involves the Association Executive, to the President or highest-ranking officer not named in the complaint. Reports may be made verbally or in writing. The Association will treat all reports with discretion and handle them in accordance with applicable Association policies.

Enforcement

Violations of this Code of Conduct may result in disciplinary action, up to and including removal from an event or meeting, suspension of member privileges, or referral to the Board of Directors for further action in accordance with the Association's disciplinary procedures. Nothing in this policy limits the Association's authority to take action under the NAR Code of Ethics and Arbitration Manual.