



Code of Ethics and Professional Conduct

Women in Lighting + Design (WILD) members are committed to creating genuinely welcoming environments where each person is treated with equal support and respect, regardless of title, age, gender, orientation, ability, or ethnic background. Members pledge to accept this code as a minimum guideline for ethical conduct and shall:

Accountability

1. Faithfully abide by the Articles of Incorporation, bylaws and policies of WILD;
2. Exercise reasonable care, good faith and due diligence in leadership and organizational affairs;
3. Fully disclose, at the earliest opportunity, information that may result in a perceived or actual conflict of interest;
4. Fully disclose, at the earliest opportunity, information of fact that would have significance in board decision-making;
5. Respect the confidentiality of sensitive or personal information known due to leadership or service;
6. Exercise the powers invested in leadership for the good of all members of the organization rather than for their own personal or professional benefit, or that of any nonprofit or other corporate entity they may represent;

Professional Excellence

7. Maintain a professional level of courtesy, respect, and objectivity in all WILD activities;
8. Strive to uphold those practices and assist other WILD members and leaders in upholding the highest standards of conduct;
9. Respect and protect each other's ideas, physical and intellectual property, and confidential information;
10. Acknowledge the ideas and contributions of other members;
11. Celebrate all members' accomplishments;
12. Honor the women who came before us;
13. Consciously work towards creating a better legacy for the next generation of lighting professionals;
14. Empower ourselves to recognize our own worth, our own decisions, and our own ideas and solutions to challenges;
15. Respect our time together. Discussing possible solutions in a respectful way is acceptable. High-pressure sales tactics are forbidden.

Collaboration and Equal Opportunity

16. Reject racism, prejudice, and bullying;
17. Ensure the right of all association members to appropriate and effective services without discrimination on the basis of gender, sexual orientation, national origin, race, religion, age, disability, geography, political, religious, or socio-economical characteristics; in accordance with all applicable legal and regulatory requirements;



WILD

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18. Respect the diversity of opinions as expressed or acted upon by the WILD board, committees, and membership, and formally register dissent as appropriate;
19. Promote collaboration, cooperation, and partnership among association members;
20. Take risks to improve and positively contribute to our global society;
21. Encourage and support every member in realizing their fullest potential.