



Code of Conduct for CAMOM Members

1. Be courteous and respectful of fellow members
2. Promote inclusiveness and support among members.
3. Promote CAMOM in the community
4. Represent CAMOM in a professional manner and be an ambassador for the organization within the community and online.
5. Respect for people, property, and ideas, including parenting styles and ideas.
6. Be accountable and follow through on commitments.
7. Refrain from discrimination in any form, defamation, or obscene language.
8. Act in the best interest of the organization and not in any way for personal gain.

CAMOM is inclusive of all families and does not tolerate discrimination based on race, religious beliefs or non-beliefs, heritage, sexual orientation, gender identity, or marital status in accordance with existing federal law.

All CAMOM members—including lesbian, gay, bisexual, asexual, non-binary, intersex, and transgender (LGBTQ+) individuals—are welcome to participate in activities free from any unlawful discrimination. CAMOM considers all parents, including members of the LGBTQ+ community, as equal and important.

CAMOM condemns racism in all its forms and will continue to strive to be, and publicly commits to be, anti-racist. CAMOM agrees that as we strive to be an anti-racist society, we cannot attain that goal without acknowledging that Black lives matter. CAMOM acknowledges that we live in a culture where white supremacy has been institutionalized and systemic racism exists, and encourages its members to actively strive to eliminate all forms of racism in their personal and professional lives.

Any incident that may be perceived as discriminatory can be reported to a member of the CAMOM Board or Co-President/President of CAMOM for evaluation. Code violations can lead to warnings and removal from CAMOM and involve the following disciplinary actions:

1. First Written Warning: Member will receive letter from CAMOM Executive Board stating a Code Violation has been substantiated. Letter will be added to member file
2. Second Written Warning: Member will receive letter from CAMOM Executive Team stating a Code Violation has been substantiated and a further offense will lead to expulsion from the organization. Letter will be added to the member file by Co-Presidents/President.
3. Third Offense: Member will be asked to forgo membership. No refund is to be issued.