THE WORLD
ORGANIZATION OF
WOMEN NATIONS
WOMAFREESM INC.

US 501(c)(3) Public Charity | EIN: 98-1867647
Florida Not For Profit Corporation
FL Doc. No.: N25000005813

7901 4th St N, Ste 300
St. Petersburg, FL 33702, USA

CODE OF CONDUCT

The World Organization of Women Nations Womafreesm Inc.

Governance
Effective Date: May 28, 2026

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1. Purpose

The World Organization of Women Nations Womafreesm Inc. Code of Conduct establishes the standards of behavior expected from all members, volunteers, donors, partners, ambassadors, speakers, staff, contractors, and representatives participating in Womafreesm activities.

Our mission is to create a safe, respectful, evidence-based, and collaborative environment that supports women worldwide.

2. Core Principles

All participants are expected to uphold:

- Human dignity and respect;
- Honesty and integrity;
- Inclusion and non-discrimination;
- Privacy and confidentiality;
- Evidence-based communication;
- Non-partisan engagement;
- Responsible stewardship of resources;
- Safety and accountability.

3. Respectful Conduct

Participants must:

- treat others with respect and professionalism;
- engage in constructive dialogue;
- respect cultural, religious, national, and personal differences;
- listen respectfully to differing viewpoints;
- avoid intimidation, harassment, or humiliation.

4. Prohibited Conduct

The following behavior is prohibited:

- discrimination based on sex, gender, race, ethnicity, religion, nationality, disability, age, sexual orientation, or other protected characteristics;
- harassment or bullying;

- hate speech;
- threats or incitement of violence;
- defamation;
- deliberate misinformation;
- impersonation of another person;
- retaliation against complainants;
- misuse of confidential information.

5. Privacy and Confidentiality

Participants must respect the privacy of others.

Confidential information obtained through participation in Womafreesm may not be disclosed without proper authorization.

Private stories, research responses, legal support requests, internal discussions, and personal data must be handled responsibly and in accordance with applicable privacy laws.

6. Research Integrity

Participants involved in research activities must:

- provide information honestly;
- avoid manipulation of data;
- respect informed consent requirements;
- maintain confidentiality where required.

Research integrity is essential to the credibility of Womafreesm.

7. Public Communications

Participants may freely express personal opinions.

However, only authorized representatives may speak on behalf of Womafreesm.

Members, volunteers, donors, and supporters may not present personal opinions as official positions of the organization unless explicitly authorized.

8. Non-Partisan Conduct

While personal political beliefs are respected, participants acting on behalf of The World Organization of Women Nations Womafreesm Inc. must not:

- endorse political candidates;
- support political parties in the name of Womafreesm;
- use organizational resources for campaign activities;
- represent partisan views as official organizational positions.

9. Conflicts of Interest

Participants must disclose any actual or potential conflicts of interest that may influence decision-making, partnerships, funding, procurement, or governance activities.

Transparency protects the integrity of the organization.

10. Financial Integrity

Fraud, theft, misuse of organizational assets, falsification of records, or misuse of donations is strictly prohibited.

All financial activities must comply with applicable laws and organizational policies.

11. Reporting Concerns

Anyone may report suspected violations of this Code.

Reports may include concerns regarding:

- harassment;
- discrimination;
- fraud;
- corruption;
- misuse of funds;
- privacy violations;
- unethical conduct.

Reports will be reviewed fairly and confidentially where possible.

12. Enforcement

Violations of this Code may result in:

- warnings;
- suspension of participation;
- removal of volunteer or leadership roles;
- termination of membership;
- removal of public affiliation;
- referral to legal authorities where appropriate.

13. Commitment

Participation in The World Organization of Women Nations Womafreesm Inc. constitutes agreement to uphold this Code of Conduct and contribute to a culture of dignity, trust, safety, and accountability.