

Introducing the New Member Code of Conduct – What You Need to Know

AFP Webinar
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Today's Presenters

- ▶ Birgit Smith Burton
 - ▶ AFP GA, Atlanta Georgia Chapter
- ▶ Amy Rowell
 - ▶ AFP WI, Southeastern Wisconsin Chapter
- ▶ Matt Stokes
 - ▶ AFP CT, Connecticut Chapter
- ▶ Jaye Lopez Van Soest, CFRE
 - ▶ AFP DC, Washington, DC Metro Area Chapter

Topics for Today

- ▶ **Welcome and Agenda Overview.**
 - ▶ Matt Stokes
- ▶ **Why Revise the Code?**
 - ▶ Birgit Smith Burton
- ▶ **Code Review.**
 - ▶ Jaye Lopez Van Soest
- ▶ **Scenarios.**
 - ▶ Amy Rowell
- ▶ **Q & A.**
 - ▶ Everyone!

The AFP Code of Conduct purpose . . .

AFP aims to create a professional, appropriate, and inclusive environment. The Code outlines expectations for member behavior at local and global levels. It reinforces AFP's Guiding Principles, Ethical Standards, and IDEA Principles. Applies to all AFP events, roles, and activities (in-person, online, etc.).

Origins of the Member Fair Behavior Policy (2019)

- ▶ Introduced by the Association of Fundraising Professionals (AFP) in **July 2019**
- ▶ Created to address **harassment and offensive behavior** within the organization
- ▶ Ensured a **harassment-free experience** for members, volunteers, staff, and stakeholders
- ▶ Outlined **unacceptable behaviors**:
 - ▶ Verbal harassment
 - ▶ Intimidation
 - ▶ Unwelcome sexual attention
 - ▶ Discrimination based on gender, race, religion, etc.
- ▶ Emphasized core ethical values:
 - ▶ **Respect, honesty, fairness, ethics, and responsibility**
- ▶ Included **reporting mechanisms** to protect against retaliation

Review & Evolution (2023–2024)

- ▶ In **Dec 2023**, AFP Chair Birgit Smith Burton launched a **task force**
- ▶ Goal: Improve **transparency, accessibility, and fairness** in handling complaints
- ▶ Recommendations approved at **AFP ICON (April 2024)** in Toronto
- ▶ Changes take effect **January 1, 2025**, alongside new **Member Code of Conduct**
- ▶ Marks a significant step toward **modernizing enforcement and accountability**

New Member Code of Conduct (2025 Forward)

- ▶ Reflects AFP's commitment to **professionalism, inclusion, and respect**
- ▶ Sets **clear expectations** for acceptable and prohibited behaviors
- ▶ Aligned with **IDEA Principles** (Inclusion, Diversity, Equity, and Access)
- ▶ **Enforceable starting Jan 1, 2025**; members must sign upon login
- ▶ Launch of a **standing Member Code of Conduct Committee**
 - ▶ Educates, manages complaints, and enforces policy
 - ▶ First cohort begins work in 2025 through Dec 2026
- ▶ Represents AFP's shift to a **more ethical, inclusive, and accountable** culture

Prohibited Behaviors:

- ▶ Abusive, discriminatory, derogatory, or demeaning speech/actions.
- ▶ Harassing behavior related to gender, sexual orientation, race, religion, etc.
- ▶ Inappropriate use of nudity or sexual images.
- ▶ Deliberate intimidation, including stalking.
- ▶ Yelling at or threatening speakers, members, staff, or volunteers.
- ▶ Sustained disruption of events.
- ▶ Uninvited, inappropriate physical contact or coercive sexual attention.
- ▶ Persisting in unwelcome behavior.
- ▶ Retaliation against those who raise concerns.

Reporting Violations:

- ▶ Members who witness or are subjected to violations should report them promptly to the Member Conduct Committee.
- ▶ A complaint form must be completed with details of the incident, including dates, circumstances, and individuals involved.
- ▶ Complainants authorize AFP to use the information for investigation.

Complaint Process:

- ▶ The Member Conduct Committee reviews complaints.
- ▶ AFP has the sole discretion to determine which complaints to pursue.
- ▶ Accused individuals have 30 days to respond to a complaint.
- ▶ Confidentiality is maintained during investigations.

Actions and Sanctions:

- ▶ Complainants can request protection from harassment during the investigation.
- ▶ AFP may issue sanctions, including reprimand, censure, suspension, or revocation of membership.
- ▶ Other disciplinary actions may be taken.

Pledge of Conduct:

- ▶ Members are expected to pledge to abide by the AFP Member Conduct Code.
- ▶ Includes signing and dating a statement of commitment.

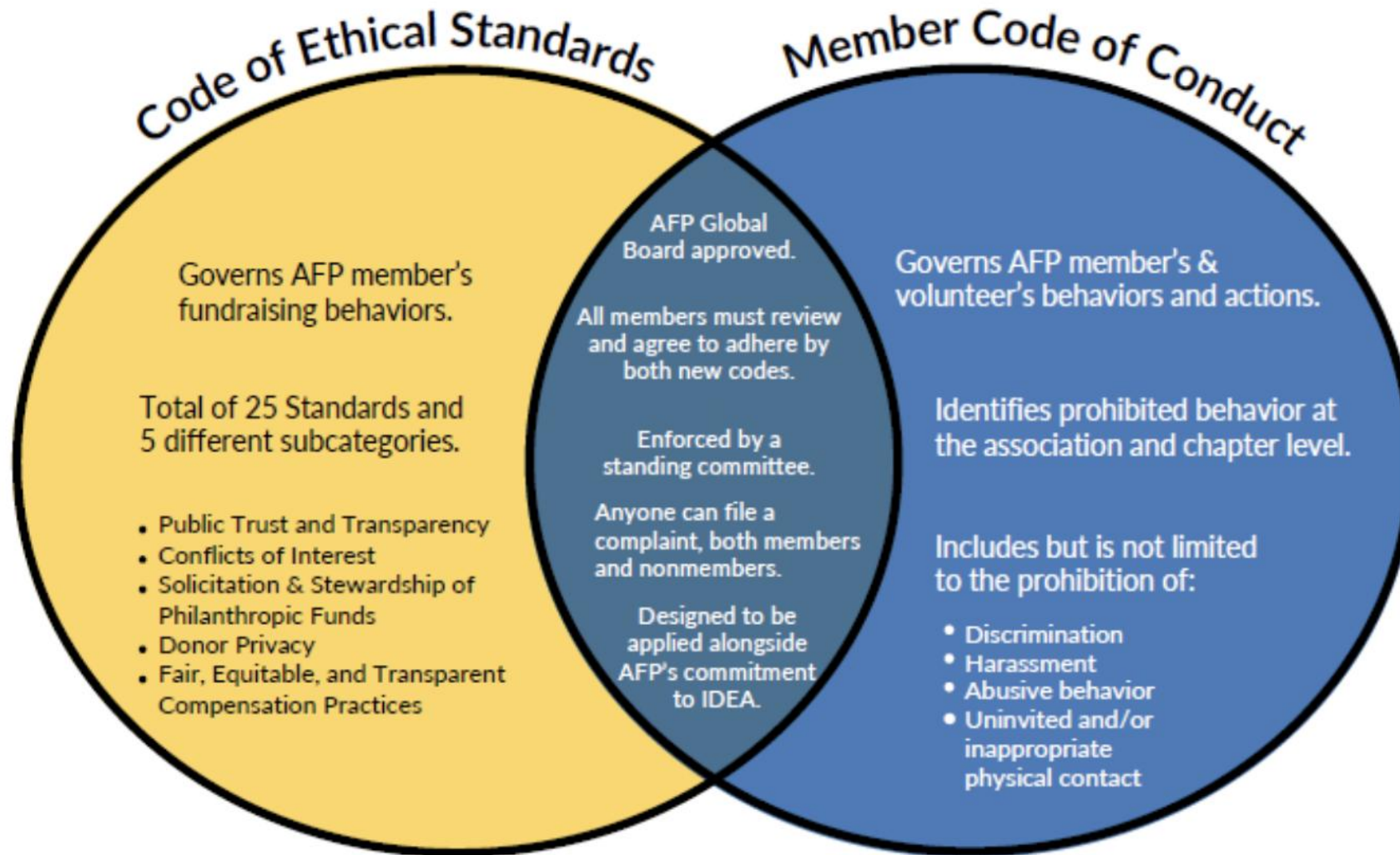
In addition to the Code there are:

Interpretive Guidelines, with examples

Case Scenarios

Code of Conduct FAQs

Reminder: Ethical Standards vs. Code of Conduct



Scenario #1: Discriminatory Commentary

During a fundraising conference panel presented by a local chapter of AFP, a speaker systematically undermines nonprofit leadership from specific ethnic minorities. The speaker claims these groups lack the cultural capital, professional networks, and fundraising acumen to effectively lead organizations seeking donations from predominantly white philanthropic circles.

Scenario #2: Cultural Insensitivity

During an AFP regional conference, several members repeatedly make disparaging comments about attendees wearing religious and cultural attire, including hijab, keffiyeh, and yarmulke. When addressed by conference organizers, they defend their comments as "legitimate concerns about professional appearance," suggesting these traditional garments are "too ethnic" for fundraising meetings with major donors. Despite education about religious freedom and cultural expression, they continue making uncomfortable remarks and advocating for a "more conventional dress code."

Scenario #3: LGBTQ+ Discrimination

During an AFP regional conference panel on family services fundraising, a member publicly objects to a panelist, citing their visible LGBTQ+ identity. The member claims that having an openly queer fundraiser will "confuse donors" when representing organizations serving children. When the moderator emphasizes AFP's commitment to inclusion, the member distinguishes their objection as "just my personal values position" while continuing to make targeted and increasingly specific comments about the panelist's "lifestyle choices" and "agenda."

Scenario #4: Persistent Harassment

After being explicitly told to cease communication, a member of AFP continues sending increasingly personal and inappropriate emails and AFP Connect messages to a colleague. The communications range from passive-aggressive professional critiques to overtly threatening language.

