



## **Project We Society, LLC Ethics, Conduct, Policies & Procedures**

Project We Society is a wellness-based community created for women to grow and thrive as individuals, but also to support other women in doing the same through the power of personal connection. We value, honor, and pay homage to ourselves as women, human beings, as well as, Mother Earth, our animal friends, and our environment.

With this, we have expectations of our Mentors, Members, Volunteers, Sponsors & Guests to treat themselves, others/our leaders, our earth, and our shared environment with the utmost respect and understanding and ask all Members & guests to abide by our Conduct, Policies & Procedures during their time in our PWS community.

Project We Society, LLC Mentor & Member Conduct, Policies & Procedures apply to ALL Mentors, Members, and Guests unless specifically noted in .... policy/procedure.

### **ETHICS & CONDUCT:**

- Say 'Hi', introduce yourself & welcome everyone whenever possible. Yes...even if you are shy or have social anxiety! Because you are amazing and we all want to know you.
- Respect others' opinions with grace, even if it differs from your own.
- Appreciate that others are here for their own version of personal growth. PWS is a judgment-free zone.
- Have an "Exploratory Mind" & be open to learning new things. This is how you grow!
- Respect & embrace your need for regular self-care and encourage others to care for themselves, as well.
- Be mindful of others' time. If you have registered/committed to a PWS event or gathering, someone will be there waiting for you. So, be sure to let them know asap if you're running late or not able to attend. (Be mindful of the event's Cancellation Policy.)
- We have one Mother Earth so let's care for her together! PWS uses recyclable, non-toxic, environmentally friendly products as much as possible during our events. Our PWS promotional materials are made of healthier materials and

even organic cotton for our clothing, when possible. Please be mindful to also conserve and care for our shared planet where you can.

- We love & appreciate culture and are excited to learn from and support women of cultures other than our own. Have a curious mind and open heart for all of our PWS Members, Mentors & Guests wherever they are from.
- Be courteous of others' time. Everyone gets sick or runs late occasionally, but if you commit to a gathering or event, remember that someone is waiting for you.
- Don't intentionally set out to emotionally hurt fellow PWS Members, Mentors, or Guests. Because backstabbing is so '80s and, quite frankly, no one likes a bitch.
- We will 100% not tolerate bullying including verbal or written threats of any kind including bodily harm or public discrimination toward PWS Mentors, Leaders, or Members. Such behavior will void any contractual obligation that we have with you and refunds will not be provided.
- We want everyone to be their authentic selves, use their voice & feel welcome while in our space. While we do promote a positive and supportive environment, please note that 1.) Not everyone knows you or what topics may be sensitive to you 2.) We have no control over what PWS Members/PWS Mentors/Leaders/Guests or Attendees say while in attendance at our events. We gently refer you back to items 1-4 in this section.
- PWS Social Media is for fun and connection. Though we 100% want you to use your voice, it's not meant for your personal rant platform. So, please keep it light and lovely ... like you!

## **POLICIES & PROCEDURES:**

### **BE KIND, BUT NOT TOO KIND:**

- Inappropriate/Sexual/Racial language and/or physical, cyber, or verbal bullying and/or unwelcome advances and/or interaction between PWS Mentors & Members will NOT be tolerated. Such actions will call for immediate termination of PWS Membership agreement and potential legal action if deemed necessary. Refunds upon termination will not be granted. PWS Members will be verbally notified followed by written notification of such termination.

**DRUGS & ALCOHOL:** We love a good time, but not THAT good of a time! We want everyone to enjoy themselves and our events and experiences, but leave the substances at home, please. You can rock your life without it anyway, right? If not, this might not be the right group of Goddesses for you. Please adhere to the following *PWS Drug & Alcohol Policies & Standards*

- No illegal drugs/substances are allowed. PWS reserves the right to drug test/background check any potential new Mentor Member. Expenses for such are to be paid by participants.
- Mentor Members are strictly prohibited from directly serving or supplying alcohol and/or drugs/narcotic substances to Project We Society, LLC Members. Serving alcohol may be discussed further for Members over the age 18 if Mentor Member holds a valid liquor license, medical license, or other professional license/certification. Full details are to be discussed with and approved by Project We Society, LLC in writing prior to Mentor/Member interaction or event confirmation. Other conditions apply. Breach of the agreement will result in immediate termination of the Mentor Member Agreement. No refunds will be provided.

**CRIMINAL RECORDS:** The safety & security of our PWS Members and community is of the utmost importance. Project We Society abides by Massachusetts Law about Criminal Records that include, but are not limited to “CORI” regarding the safety of our Members. <https://www.mass.gov/info-details/massachusetts-law-about-criminal-records> Criminal activities will not be tolerated and are subject to prosecution according to the Laws of the Commonwealth of Massachusetts.

**DANGEROUS WEAPONS:** We want you to feel safe in our space, but our community isn't one where you will need to bring a firearm or weapon to do so. So, Friend, we insist that you leave firearms and weapons at home. You will be immediately asked to leave the event if bearing what is deemed a dangerous weapon.

**NO SOLICITATIONS:** Doesn't it feel icky when you go to a social event or event where you just need some quiet headspace to focus on yourself and someone you start talking to tries to sell you something? Yuck, right? We agree so, please be respectful and let our strict *No Solicitations Policy* outlined below be your guide.

- MLM/Network Marketing sales recruitment or solicitation is strictly prohibited. We reserve the right to immediately terminate Mentor/Member Membership without refund if said recruitment/solicitations occur. Guests may attend socially, but also NOT solicit their business to our community.
- Mentors may NOT solicit to sell their business services to Members during social events where both parties are present as attendees. Refer to your PWS Mentor Agreement for guidelines.
- Mentors attending other Mentor lead events as a Member follow our *PWS No Solicitation Policy*. Respect other Mentors' business practices, proprietary

information, and content in such a way as you would expect for yourself and your business. No videotaping of other Mentor lead events. *Mentors refer to your Membership Agreement for conduct guidelines while attending other PWS Mentor events.*

**CANCELLATION POLICY:** Cancellation policy for PWS Mentor Membership, Member Membership is outlined in your Agreement. PWS event cancellation will be outlined per event as published on our PWS website. Consider whether the policy is acceptable to you prior to signing up, if you have questions about the particular Cancellation Policy, please ask prior to committing as there will be no exceptions.

**MEDIA:** Do you love seeing and sharing pics? We do, too! In fact, sharing fun pics with others helps to show the Social Health, fun & impact of our events & experiences and helps our business to grow. So, expect to shine that Goddess smile and be a part of our visually and/or vocally recorded happy moments & valuable memories.

- PWS reserves the right to use any/all Project We Society event images in all marketing and advertising materials, in print and digital form, for the purpose of promoting PWS, including press releases, exhibitions, flyers, public audio-visual media, magazines, etc.
- If you wish to not be in a photograph(s), please let your event leader know in advance so that they can respect your privacy & exclude you. We, of course, want everyone to feel safe and comfortable.