

## SR. 2.2.6: Standards of Conduct

Last Revised October 16, 2025

Sierra Club seeks to be an equitable and just place to work and volunteer. In addition to our overall mission of advancing bold environmental policy, all of our actions should explicitly seek to promote equity and justice both internally and externally. All Sierra Club activity should be rooted in equity and justice, to build a Sierra Club that is inclusive, diverse in culture and lived experience, and respectful of our members and the communities in which we work. Volunteers and members have the responsibility to abide by these standards and to hold others accountable for their conduct.

### (a) Affirmative Standards of Conduct

(i) Serving as a volunteer or in an appointed or elected position of leadership is a privilege that can be lost by not acting in the best interest of Sierra Club or by violating the following affirmative standards of conduct.

(ii) Sierra Club volunteers are responsible and will be held accountable to meet the following affirmative standards of conduct, and to hold other leaders and volunteers accountable to them as well, in all Sierra Club interactions with others, including in person, in writing, using digital tools, or on the phone.

(A) Communicate and work together toward shared interest with common courtesy, solidarity, mutuality, and respect; work across difference and disagreement.

(B) Create a welcoming and inclusive environment for new members, visitors, guests, staff, and volunteers. Avoid cliquishness, behavior that

fosters an “insider” vs. “outsider” culture, and language (including humor) or behavior that is harmful, toxic, or offensive. Seek to welcome and engage people who reflect the diversity of the community.

(C) Always represent Sierra Club and its mission in a positive and proficient manner, keep disagreements within Sierra Club, and limit the impacts any internal disagreements may have on external partners and allies.

(D) Accurately present Sierra Club’s policies and positions when communicating on behalf of Sierra Club; don’t use a Sierra Club leadership role or title to advance personal views that are not consistent with Sierra Club’s positions and policies.

(E) Respect Sierra Club members’ confidentiality; use member lists and information about members for Sierra Club purposes only.

(F) Use Sierra Club resources wisely and in keeping with the fiduciary responsibility of all volunteers.

(G) Foster an open democratic decision-making process; respect decisions once they are made. Wherever possible, seek opportunities to create amicable clarity about decision-making, sharing strategies, and resource distribution.

(H) When speaking of other Sierra Club volunteers praise publicly, criticize privately and tactfully.

(I) Encourage robust dialogue and debate and seek to resolve differences with other Sierra Club volunteers, avoiding factionalism and/or behavior that exacerbates or prolongs conflict.

(J) Respect the policies and procedures that have been established by and for members and volunteers engaged in specific Sierra Club activities; when in doubt, ask.

(K) Show and hold respect for colleagues at all levels; demonstrate humility, empathy, and patience; and hold oneself and others accountable for collaborating with internal and external parties in a just and inclusive manner.

(L) Foster a work and volunteer atmosphere that promotes equal opportunities and prohibits discriminatory practices, including prohibited discrimination, harassment, and bullying.