

The Women 360 – Dispute Resolution Policy

The Women 360 is committed to maintaining a respectful, supportive, and professional community. Our foundation is sisterhood, collaboration, and integrity. While disagreements may occasionally arise, how they are handled matters.

Guiding Principles

All members agree to:

**Act with respect, professionalism, and integrity
Address concerns directly and constructively
Avoid gossip, public criticism, or escalation within the community
Honor the mission and values of The Women 360**

Step 1: Direct Conversation

If a concern arises between members, the first step is a private, respectful conversation between the involved parties. Many misunderstandings can be resolved through clear communication.

Step 2: Leadership Involvement

If the issue cannot be resolved directly, either party may request support from chapter leadership or Women 360 leadership. Leadership will:
**Listen to all perspectives
Facilitate a calm, solution-focused discussion
Encourage mutual understanding and resolution**

Step 3: Leadership Review

If a dispute continues or involves conduct that violates Women 360 values, leadership reserves the right to:
**Review the situation internally
Set boundaries or expectations moving forward
Determine appropriate next steps in alignment with the organization's mission**

Step 4: Final Determination

The Women 360 leadership team has final authority in all dispute-related decisions. In rare cases, this may include:
**Mediation requirements
Temporary pause from participation
Removal from the community if behavior is harmful, disrespectful, or misaligned with our values**

Non-Retaliation

Retaliation of any kind is not tolerated. Members should feel safe bringing concerns forward in good faith.

Commitment to the Community

By participating in The Women 360, members agree to uphold a culture of:

**Mutual respect
Professional conduct
Grace, accountability, and growth**

Our goal is not punishment, but preserving a healthy, empowering environment where women can thrive together.