

## 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.