



CODE OF CONDUCT

Through member involvement, information and resources, CREW DC sets standards of excellence in transforming the commercial real estate industry through the advancement of women. Our vision is a diverse and inclusive membership that nurtures belonging, cultivates connections, fosters growth, celebrates difference, and develops leaders in commercial real estate.

As a member or a guest of CREW DC, I commit to the following code of conduct:

- Act with integrity, competence, diligence, honesty and respect.
- Place the integrity of CREW DC and its mission above my own personal and professional interests.
- Treat others fairly, honestly and respectfully.
- Comply with applicable laws, regulations and professional ethics while acting on behalf of CREW DC or representing myself as a Member of CREW DC.
- Honor financial commitments and obligations.
- Remain free of compromising influences and exercise diligence to ensure that my actions are at all times creatively, competently, and responsibly managed.

Violation of the code of conduct:

- CREW DC will address issues with members promptly, fairly, reasonably and professionally.
- If violations of the Code of Conduct are persistent or egregious, the Board of Directors may take action, up to and including membership suspension or termination.
- Impacted Members will be notified of a Board decision at least 15 days prior to it taking effect. Members may contest the decision up to 5 days prior to it taking effect. However, the Board may make such membership determinations in its sole and absolute discretion.
- CREW DC reserves the right to pursue additional measures up to and including legal action in extreme cases where a member's actions may have compromised CREW DC in any way, including its mission, reputation, or legal status.

Please sign below to indicate your commitment to CREW DC's Code of Conduct

Signature

Print Name

Date