

New Jersey Humanist Network Code of Conduct

New Jersey Humanist Network (NJHN) is a welcoming, supportive, kind community of secular humanists who are committed to the application of reason and science to the understanding of the universe and to the solving of problems through compassion, common experience, and civic engagement. NJHN's Code of Conduct is intended to encourage positive interactions between members and protect against harassment and abusive behavior. The Code is not intended to shut down uncomfortable but important conversations, but instead to create community spaces that support constructive feedback and growth. The Code is updated regularly, so we ask that you please read it carefully. At any time, you are welcome to contact [NJHN](#) with any questions or concerns. Thank you for your participation in our community!

SCOPE

This Code of Conduct applies to all forms of participation in the NJHN community, including, but not limited to:

- Messages sent to and from the NJHN email list
- Participation as a member, officer, or guest in NJHN meetings, NJHN committees, the NJHN Board of Directors, and any other officially sanctioned or created governance or task groups
- Participation as an organizer, speaker, vendor, or other attendee at NJHN programs, meetings, and other officially sanctioned NJHN events
- Participation in NJHN-sponsored social media discussions or other online discussion spaces

For this Code, a “guest” is any individual other than a dues-paying member who participates in an NJHN body, venue, or event, whether virtually or in person.

STANDARDS OF CONDUCT

Do's

NJHN aims to build an inclusive and respectful community for all members and guests. We encourage everyone to:

- Be kind and treat each other with respect
- Engage in dialogue thoughtfully and with curiosity
- Be open to listening to alternative viewpoints
- Be mindful of the impact of your behavior and speech on others
- Be generous and helpful with your own communications and respectful of others' communications
- Approach interactions with empathy, patience, understanding, and a sense of humor

Don'ts

NJHN is dedicated to creating a harassment-free community for everyone, regardless of our similarities or differences. NJHN will not tolerate harassment of—or by—members or guests of the community in any form. Sexual or discriminatory language and imagery are not appropriate for any NJHN community venue, whether virtual or in person. Members or guests violating these rules may be sanctioned or expelled at the discretion of the NJHN Board of Directors.

Harassment includes offensive verbal or written comments related to individual or group characteristics such as gender identity, sexual orientation, disability, physical appearance, body size, race, or religion, whether seriously or in jest; sexual and/or discriminatory images in physical or virtual public spaces; deliberate intimidation, stalking, following, harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact; and unwelcome sexual attention.

RESOLVING PROBLEMS

Resolving issues within the community

When it is safe to do so, authentic engagement (aligned particularly with the Do's outlined above) may resolve unwelcomed behavior and misunderstandings. When approached about one's own behavior, NJHN members and guests are expected to listen carefully to any concerns and to respond thoughtfully and with empathy.

If it is not safe to address a problematic interaction directly, the NJHN Board of Directors will address Code of Conduct violations as outlined in the next section. NJHN members are also invited to use the reporting mechanism below to notify the Board of issues that arose but were successfully resolved. This will allow the Board to track problems and identify any necessary follow-up (e.g., policy updates or training).

REPORTING ISSUES

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the NJHN Board of Directors or email njhn.org@gmail.com. Members or guests asked to stop any harassing behavior are expected to comply immediately. If the harassment occurs in person (for example, at an NJHN event), a Board member will assist affected individuals in contacting the venue management or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe to the extent possible.

The NJHN Board member will then report the incident to the NJHN Board of Directors, who will determine what further action may be necessary. If a member or guest engages in harassing behavior in any setting, the NJHN Board may take any action it deems appropriate, including warning the offender, expulsion from the NJHN venue or event, and/or revocation of membership. A follow-up report will be made to individuals who report being harassed.

Approved by NJHN Board of Directors
October 19, 2025