

## **Affiliation and Community Interaction Standards**

The Beaverton Downtown Association (BDA) is committed to diversity, equity, and inclusion (DEI). We believe that everyone deserves to be treated with respect and dignity, regardless of their race, ethnicity, gender, sexual orientation, religion, or any other personal characteristic. We also believe that there is no place for bullying or harassment in our community.

The following constitute the DEI and Community Interaction standards of the Beaverton Downtown Association. These standards exist as a framework for the behaviors for which the association holds itself accountable. To that end, the BDA will only advocate for, affiliate or associate with other persons, businesses or non-profits that uphold the same values.

These standards include:

- Treating all community members and businesses with respect and dignity. This means that all residents, employees, volunteers, and clients of our partner organizations will be treated with respect and dignity, regardless of their personal characteristics.
- Ensuring that everyone has equal opportunity to participate and contribute. This means that partnering organizations will have policies and practices in place to ensure that everyone has an equal opportunity to participate and contribute, regardless of their personal characteristics.
- Creating a community and workplace free from bullying and harassment. This means that partnering organizations will have policies and/or procedures in place to prevent bullying and harassment, and to address any incidents that do occur.
- Refraining from making demeaning or defamatory statements about the BDA or any other affiliates and partnering organizations. This means that those supported by the BDA will not make any public statements that are bullying, demeaning, or defamatory about the association or any of the other affiliates. They also agree to work with each other in good faith and through appropriate means to manage any disagreements or misunderstandings. Note that this is not the same as constructive feedback on how we can better serve our community.
- The BDA holds a zero-tolerance policy for all forms of bullying or harassment. Bullying and harassment are defined as any unwanted, unwelcome, or offensive behavior that creates a hostile or intimidating community environment. This behavior can include:
  - Verbal abuse, such as name-calling, insults, or threats

- Physical abuse, such as hitting, shoving, or kicking
- Sexual harassment, which is any unwelcome sexual behavior that creates a hostile or intimidating work environment
- Cyberbullying, which is bullying that takes place through electronic communication, such as email, text messages, or social media

The BDA believes that by working with organizations that share the same values, we can create a more just and equitable world for everyone.

### **Enforcement of the Policy**

If brought to the associations attention that affiliated organizations are not upholding these standards or that they have made demeaning or defamatory statements about the association or any of our other affiliates, appropriate steps will be taken to address the issue. The association may first try to resolve the issue through informal discussions with the organization including, but not limited to, mediation. If that is not successful, we may take more formal action, such as suspending or terminating our affiliation with, and support for, the organization.

The standards and examples above are not intended to be an exhaustive list. The BDA retains the right to amend these standards as needed, with or without notice. The association believes that these standards are an important step in creating a community of organizations that share the same values of inclusion. We are committed to working with organizations that are committed to creating a more just and equitable and positive world for everyone.