



## **AFP MEMBER CODE OF CONDUCT FREQUENTLY ASKED QUESTIONS (FAQs)**

### **Q1. What is the AFP Member Code of Conduct?**

**Answer:** The AFP Member Code of Conduct is a policy that outlines the expectations for professional and appropriate behavior among AFP members.

### **Q2. Who does the AFP Member Code of Conduct apply to?**

**Answer:** The Code applies to all AFP members and volunteers, including individuals and organizations in good standing, across local chapters and the global association.

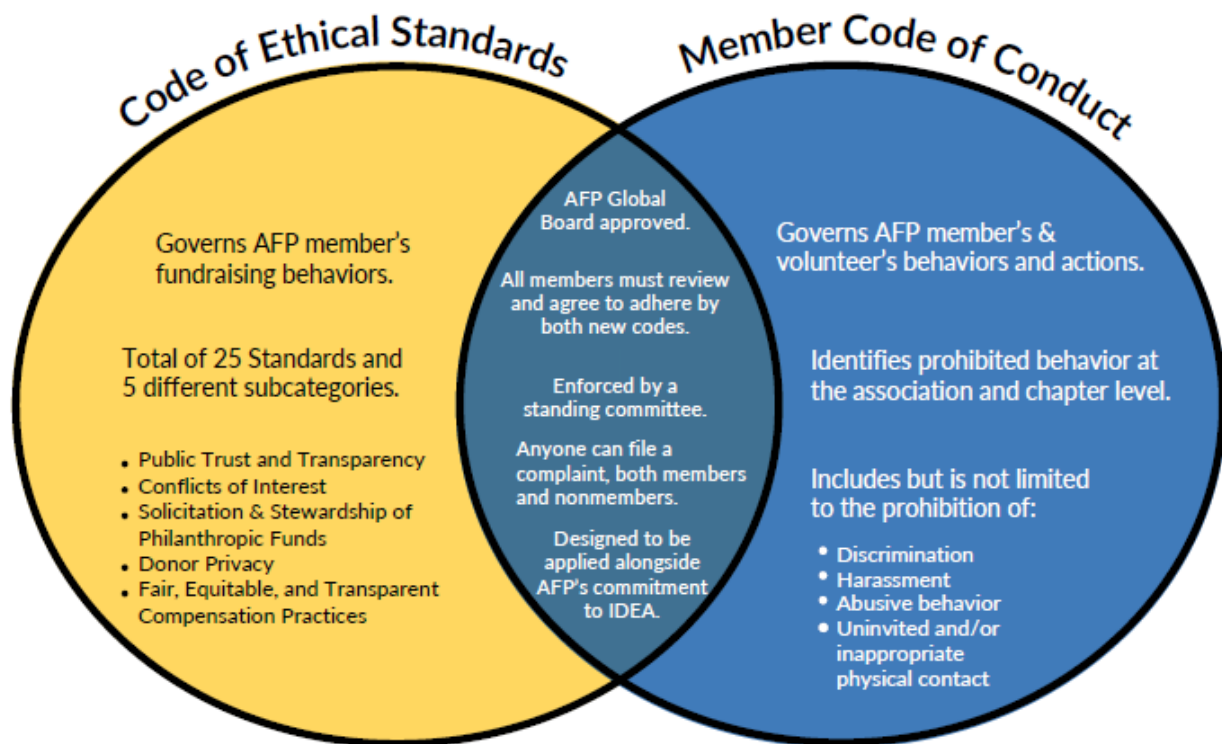
### **Q3. Where is the AFP Member Code of Conduct applicable?**

**Answer:** It applies to all AFP events, activities, and interactions, including in-person, telephonic, online meetings, and chats. This includes interactions among or between AFP members, or any activities of AFP volunteers in connection with their roles for AFP.

### **Q4. How does the AFP Member Code of Conduct compare to the [AFP Code of Ethical Principles and Standards \(AFP Code\)](#)?**

The Code of Conduct and the Code of Ethical Principles and Standards are both frameworks designed to help guide AFP members and fundraisers in upholding the highest standards of care, professionalism, and integrity in their work and interactions. While both documents are important, they serve distinct and different purposes. The AFP Code of Ethical Principles and Standards provides guidance on ethical fundraising practices for members, whereas the AFP Code of Conduct establishes expectations for AFP member and volunteer behavior.

Together, these two Codes work collaboratively to establish a consistent standard for all members to follow. Further details about the distinction between the two Codes can be found in the graphic below.



**Q5. What behaviors are prohibited under the AFP Member Code of Conduct?**

**Answer:** Prohibited behaviors include, but are not limited to:

- Abusive, discriminatory, or derogatory speech or actions.
- Harassment, including offensive verbal comments related to gender, race, religion, or other characteristics.
- Inappropriate use of nudity or sexual content at AFP-sponsored events.
- Intimidation, threats, and sustained disruption of events.
- Uninvited or inappropriate physical contact.
- Retaliation against individuals who report conduct concerns.

**Q6. How can a member report a violation of the Code of Conduct?**

**Answer:** Members can report violations by submitting a formal complaint through AFP's reporting [form](#), including details such as contact information, the alleged offender's identity, a description of the incident, and relevant materials of evidence. A complaint must be filed within three years of the alleged behavior misconduct.

**Q7. What happens after a complaint is submitted?**

**Answer:** The Member Code of Conduct Committee will review the complaint in line with [AFP's Enforcement Procedures](#) and determine if it constitutes a violation. If a violation is found, the accused will have an opportunity to respond, and appropriate disciplinary actions may be taken.

**Q8. What disciplinary actions can AFP take for violations?**

**Answer:** Sanctions may include reprimand, censure, suspension, or revocation of membership, depending on the severity of the violation.

**Q9. Is the complaint process confidential?**

**Answer:** All complaints will be considered strictly confidential by AFP, but the specific behavior, location and time of the offense, and/or name of the person lodging the complaint may be disclosed to the alleged offender as part of the enforcement process.

**Q10. Can AFP take action for incidents that occur outside of AFP events?**

**Answer:** No. AFP does not have jurisdiction for events that take place outside of AFP related events, meetings, conferences, or business. AFP may also defer action until the allegations are investigated by a third-party entity with appropriate jurisdiction, such as an employer or legal body.

**Q11. What protections are available for complainants during an investigation?**

**Answer:** Complainants can request protections such as barring the accused from specific AFP events or providing an escort during events to ensure their safety.

**Q12. How does the AFP Code of Conduct align with AFP's values?**

**Answer:** The Code reflects AFP's commitment to inclusion, diversity, equity, and access (IDEA), promoting a professional environment based on respect, integrity, and collaboration.

**Q13. Where can I find more information about the AFP ethical standards and policies?**

**Answer:** More information can be found on AFP's official website, including links to the [Code of Ethical Standards](#) and [Member Code of Conduct Enforcement Procedures](#).

Association of Fundraising Professionals  
4200 Wilson Blvd., Suite 480  
Arlington, VA 22203  
(703) 684-0410  
1-800-666-3863  
[conduct@afpglobal.org](mailto:conduct@afpglobal.org)  
<http://www.afpglobal.org>