

CHamoru Roots Collective Code of Conduct

Our Commitment

CHamoru Roots Collective (CRC) is committed to creating a safe, respectful, and inclusive environment for all members, volunteers, and participants. We are a community rooted in respect (respetu), harmony (inafa'maolek), and cultural pride.

Expected Behavior

All members and volunteers are expected to:

- Treat others with respect, kindness, and professionalism
- Communicate respectfully, both in person and online
- Be inclusive and welcoming to all backgrounds and experiences
- Represent CRC and CHamoru culture with integrity and pride
- Support a positive and collaborative team environment

Unacceptable Behavior

The following will not be tolerated:

- Harassment, discrimination, or bullying of any kind
- Disrespectful, offensive, or inappropriate language or behavior
- Exclusion or mistreatment of others
- Disruptive behavior that negatively impacts the group or events

Accountability

If a concern arises:

- Issues should be brought to leadership in a respectful manner
- All concerns will be taken seriously and handled appropriately
- CRC leadership reserves the right to address behavior that does not align with our values

Safe & Respectful Environment

CRC maintains a zero-tolerance policy for harassment and retaliation. Anyone who raises a concern or sets boundaries will be treated with respect and will not face negative consequences for speaking up.

Our Culture

We are building more than an organization, we are building a community. Every member plays a role in creating a space that is:

- Respectful
- Supportive
- Uplifting