

## Code of Conduct for Institute of Commercial Management (ICM) Membership Website

### Introduction:

The Institute of Commercial Management (ICM) is committed to maintaining a professional and respectful online environment for its members. This Code of Conduct outlines the expected behaviour and ethical standards for all users of the ICM membership website. By accessing and using the platform, members agree to adhere to these guidelines and contribute to a positive and constructive community.

### Respectful Communication:

Members shall engage in respectful and courteous communication with each other. Avoid any form of offensive, discriminatory, or derogatory language. Refrain from personal attacks, harassment, or bullying of any kind.

### Professionalism:

All interactions on the membership website should be conducted in a professional manner. Members are encouraged to share knowledge, expertise, and insights related to commercial management without engaging in self-promotion or solicitation.

### Confidentiality:

Respect the confidentiality and privacy of other members and refrain from sharing any sensitive or private information without explicit consent. Members shall not misuse or exploit any confidential data shared within the platform.

### Intellectual Property:

Members should respect intellectual property rights and refrain from using or distributing copyrighted materials without proper authorisation or attribution.

### Compliance with Laws and Regulations:

All members shall comply with applicable laws, regulations, and industry standards while using the ICM membership website. Any discussions or activities that could potentially violate legal provisions are strictly prohibited.

### Constructive Criticism and Feedback:

Criticism and feedback should be provided in a constructive and professional manner. Aim to contribute to the improvement and growth of the community rather than engaging in negative or unproductive conversations.

### Non-Discrimination:

ICM is an inclusive organisation, and discrimination based on race, gender, ethnicity, religion, nationality, sexual orientation, or any other characteristic is strictly prohibited. Treat all members with respect and fairness.

### Report and Address Misconduct:

If a member observes any violation of this Code of Conduct, they are encouraged to report it to the ICM administration promptly ([membership@icm.education](mailto:membership@icm.education)). Prompt action will be taken to address the issue and maintain the integrity of the community.

### Use of the Membership Website:

Members shall use the ICM membership website solely for its intended purpose, which includes networking, professional development, knowledge sharing, and engaging in relevant discussions related to commercial management.

**Compliance with ICM Policies:**

Members are expected to comply with all the policies and guidelines set forth by the Institute of Commercial Management regarding website usage, membership, and related activities.

**Consequences of Violation:**

Failure to adhere to this Code of Conduct may result in disciplinary action, including warnings, temporary suspension, or termination of membership, as deemed appropriate by the ICM administration.

Adherence to this Code of Conduct ensures that the ICM membership website remains a valuable and respectful platform for all commercial management professionals to connect, learn, and grow together.