



CWIB Club Member Code of Conduct

As a member of **Confident Women in Business (CWIB)**, you are part of a community dedicated to faith, growth, and empowerment. Our purpose is to inspire, support, and encourage one another in faith, business, career, and life. To maintain a positive, respectful, and safe environment, all members are expected to uphold the following standards:

1. Respect and Integrity

- Treat all members, and partners with respect, kindness, and fairness.
- Engage with honesty and transparency in all interactions.
- Uphold confidentiality; private discussions within the Club stay within the Club.

2. Faith-Centered Conduct

- Encourage and honour Christian values in discussions and activities.
- Support fellow members spiritually and professionally without judgment.
- Respect diverse perspectives while maintaining a Christ-centered focus.

3. Professionalism

- Actively contribute to creating a collaborative, encouraging, and uplifting environment.
- Be punctual, prepared, and engaged in Club events, activities, and meetings.
- Refrain from disruptive behaviour, harassment, or actions that undermine the Club's mission.

4. Community and Collaboration

- Celebrate the successes of others and offer constructive support during challenges.
- Participate in networking, mentorship, and Sister Circles with an open heart and willingness to give and receive guidance.
- Avoid conflicts of interest or self-promotion that does not align with CWIB values.

5. Business Engagements or Relations Between Members

- Members may engage in business transactions with each other at their discretion.
- CWIB does not take responsibility or held liable for any business dealings, with or without compensation.

- While CWIB creates an environment that encourages collaboration and supports members in growing Kingdom Business, all transactions are strictly between the parties involved and CWIB Director will not be held liable for breach of contract for business engagements between the parties or members who have entered any business relationship.

6. Accountability

- Members take responsibility for their actions, words, and commitments within the Club.
- Any concerns, complaints, or disputes must be submitted directly to the Director / Leader of CWIB until further notice, or until new communication channels are officially introduced.
- All matters will be addressed confidentially and in an appropriate manner, guided by CWIB values.
- The official channels of communication and dispute resolution processes are detailed in the CWIB Membership (MOA) Agreement, which members are required to adhere to.
- Every member must uphold the CWIB mission: fostering an environment within which women who are confident, connected, and empowered in faith and business, feels safe, supported and encouraged.

7. Protection of Personal Information (POPIA)

- CWIB is committed to protecting members' personal information in accordance with the Protection of Personal Information Act (POPIA) of South Africa.
- Member details shared on CWIB platforms and groups are provided for Club-related communication, connection, and collaboration purposes only.
- Members may not share, distribute, misuse, or exploit another member's personal information without prior consent.
- By participating in CWIB, members acknowledge and agree to the responsible and ethical handling of personal information in line with POPIA requirements.

Commitment

By voluntarily becoming a member and engaging in CWIB, members agree to adhere to this Code of Conduct.

Together, we create a safe, inspiring, and faith-filled environment where every woman can grow, thrive, and make an impact.