

ZERO - The End of Prostate Cancer Standards of Excellence Policy (Issued April 2022)

ZERO aims to be a nonprofit that provides a positive impact in the communities we serve. This commitment also means providing the ZERO community with a harmonious, respectful, diverse, and cooperative environment. To add clarity to ZERO's expectations, the Standards of Excellence Committee and the Standards of Excellence Policy were created. The following guidelines further outline these expectations.

- **Anti-harassment:** ZERO intends to provide an environment that is pleasant, healthy, comfortable, and free from intimidation, hostility, or other offenses that might interfere with its mission. Harassment of any sort — verbal, physical, sexual, visual, or otherwise — will not be tolerated.

What Is Harassment? Harassment can take many forms. It is unwelcome and often derogatory or demeaning conduct including, without limitation, words, signs, offensive jokes, cartoons, pictures, posters, email jokes or statements, social media postings, pranks, intimidation, physical assaults or contact, or violence. This is not an exhaustive list.

Harassing conduct includes, but is not limited to: epithets, slurs, or negative stereotyping; threatening, intimidating, or hostile acts; denigrating jokes and the display or circulation in the workplace of written or graphic material that denigrates or shows hostility or aversion toward an individual or group, including through email or on social media.

- **Representing ZERO:** ZERO affiliates should avoid communications that could damage ZERO's business reputation or be offensive to the ZERO staff or community, even indirectly. While representing ZERO, whether it be in person, virtually, or on social media, affiliates are expected to conduct themselves accordingly. This includes, but is not limited to, avoiding communications and actions that are:
 - hateful, racist, xenophobic, homophobic, sexist, disturbing, violent, or inappropriate.
 - abusive, bullying, threatening, or harassing towards others.
 - referring to criminal or illegal activity.
 - sexually explicit or pornographic.
 - fraudulent or includes information that is false, inaccurate, or misleading.
 - political advocacy NOT related to prostate cancer or ZERO's advocacy priorities.
 - disrespectful to ZERO or a ZERO employee(s).
 - distracting from ZERO's mission by using ZERO's platforms to recruit individuals or solicit funds for a different organization.
 - inappropriate to the ZERO mission.

- **Social Media:** ZERO's social media platforms are for the purpose of providing education and support to those impacted by prostate cancer. It is a community coming together to support ZERO's mission to bring an end to prostate cancer. ZERO will not tolerate, and reserves the right to remove, an individual or group from ZERO's social media platforms that creates or shares any posts or comments that:
 - are hateful, racist, xenophobic, homophobic, sexist, disturbing, violent, or inappropriate.
 - are abusive, bullying, threatening, or harassing towards others.
 - contain spam, promotional material, or links to unapproved third-party websites.
 - refer to criminal or illegal activity.
 - are sexually explicit or pornographic.
 - include personally identifiable information of another person without their permission.
 - are fraudulent or includes information that is false, inaccurate, or misleading.
 - are political in nature (which is different from advocating for prostate cancer).
 - are disrespectful to ZERO or a ZERO employee(s).
 - are distracting from ZERO's mission by using ZERO's platforms to recruit individuals or solicit funds for a different organization.
 - are inappropriate to the ZERO mission.

It is the Committee's responsibility to review reports brought to the committee for noncompliance with ZERO's Standards of Excellence and to provide a recommendation of action to be taken including, but not limited to, the right to remove any posts/comments made on ZERO's social media platforms, remove individuals from ZERO's social media platforms, disqualify individuals or groups from awards/accolades, stop doing business with individuals or companies, prohibit any contact with ZERO staff, or take any other action needed to allow ZERO staff to remain focused on ZERO's mission. Affiliates are expected to follow these guidelines. Non-ZERO staff can report violations by contacting the committee by emailing hr@zerocancer.org.