COSTA BLANCA MOUNTAIN WALKERS

https://cbmwalkers.org | admin@cbmwalkers.org

CODE OF CONDUCT

The CBMW is an international, friendly, and informal community of walking enthusiasts without formal membership.

Formal organizations are highly structured, relying heavily on procedures, protocols, and manuals. Significant time and energy are spent monitoring compliance. These groups often focus more on tasks and structure than on the individuals involved.

Informal communities, by contrast, have flexible structures, fluid roles, and casual communication. Collaboration relies entirely on mutual respect and trust. These groups prioritize people, social interaction, and personal connection. People make it happen—not procedures and protocols!

- **Respect** means valuing and appreciating everyone's skills, perspectives, and dedication.
- **Trust** means believing in each other's reliability, competence, and positive intentions.

This informal CBMW Code of Conduct highlights our shared values. It serves as a guide to align our behaviors, foster inclusion, set shared expectations, and maintain a comfortable, safe environment for everyone.

- **Respectful Behavior:** Treat everyone within the community with dignity and respect at all times. Practice active listening and foster an inclusive environment, regardless of background.
- **Inclusion & Anti-Discrimination:** Welcome everyone. Discrimination, bullying, harassment, or intimidation of any kind will not be tolerated.
- **Collaborative Mindset:** Promote teamwork and sharing, focusing on community goals rather than personal interests. Seek to understand other perspectives, even when you disagree, and resolve conflicts amicably to reach peaceful, mutually acceptable solutions.
- **Constructive Communication:** Maintain open, honest, and positive communication, both verbal and written. Avoid negative criticism, address issues constructively, and handle disagreements without personal attacks or derogatory remarks.
- **Safety & Responsibility:** Take responsibility for your own actions and prioritize the safety and well-being of fellow walkers.
- **Respect for Property:** Treat community property and the personal belongings of others with care and respect.