

**CODE OF CONDUCT  
FOR  
THE 9/11 TRUTH ACTION PROJECT OF TRUTH OUTREACH, INC.**

Resolution 007: Establishment of Code of Conduct for Associate Members,  
Employees, Contractors and Board Members

Date of Adoption: September 26, 2018

In accordance with Section 2.02 of the bylaws, the Board may adopt policies and procedures for the admission of Associate Members. This Resolution establishes a policy for the Code of Conduct for Associate Members, as well as employees, contractors, and volunteers, including all corporate Officers and Directors. All supporters of 9/11 TAP can apply this Code of Conduct as a guideline. This policy guides participation within any aspect of Truth Outreach, Inc. and its project, the 9/11 Truth Action Project (hereinafter, "9/11 TAP").

9/11 TAP appreciates, values, and needs its Associate Members, employees, contractors, and volunteers to achieve its mission. The ongoing success of the organization's mission depends on all of us cooperating harmoniously with each other. This Code of Conduct is a guide with which all are expected to comply while working both within 9/11 TAP and with the general public external to 9/11 TAP. The following terminology is used throughout the remainder of this Resolution: A "Member" is any person operating in the role of a 9/11 TAP Associate Member, employee, contractor, or volunteer. A "representative" is any Member who is interfacing with the general public. This Code of Conduct applies to all 9/11 TAP Members while working internally within the organization or externally as 9/11 TAP representatives. The use of the term "representative" indicates a definition of conduct that is restricted to external, public-facing roles. The use of the term "Member," or the absence of either term, indicates conduct defined for Members in all contexts.

1. **Intention:** Members represent by implication to 9/11 TAP that the intention and purpose of their involvement is to help implement the organization's formal Strategic Plan, or to help design improvements to the Strategic Plan if participating in a 9/11 TAP project directed to do so.
2. **Core Principles:** Members are expected to adhere to the following core principles:
  - a. 9/11 TAP Members agree that they may internally discuss as personal opinions but may not state as 9/11 TAP policy, theories on conference calls, emails or forums that are outside of our Mission Statement, Messaging Policy or contrary to Board Resolutions or Policies;

- b. However, when speaking publicly, especially to the media, 9/11 TAP Members further agree that they will avoid any statements which are off topic (i.e., topics that are outside of our Mission Statement, Messaging Policy or contrary to Board Resolutions or Policies) or other off vision topics, being mindful that they may be misconstrued as opinions of 9/11 TAP. The purpose of this restriction is to avoid disharmony and maintain 9/11 TAP credibility;
- c. 9/11 TAP is tolerant of all political viewpoints and does not endorse any particular political candidate, political party, or ideology;
- d. 9/11 TAP is neutral concerning the left/right political paradigm and does not endorse any particular political candidate, political party or ideology;
- e. 9/11 TAP does not tolerate discrimination on the basis of racial, religious, or ethnic background, age, gender, or sexual orientation; and
- f. 9/11 TAP is committed to pursuing its goals using non-violent and legal means exclusively.

**3. Members are Further Expected to:**

- a. Uphold the highest standards of excellence and ethics in fulfilling the guidelines set forth herein;
- b. Interact harmoniously with other Members and with the general public;
- c. Conduct themselves in a manner that upholds the values, integrity and the good reputation of 9/11 TAP;
- d. Behave honestly, openly, and with integrity;
- e. Treat everyone politely, with respect, courtesy, sensitivity, tact, consideration, and humility;
- f. Keep in mind the level of their own experience and value others' perspectives and experience;
- g. Take responsibility for the tasks assigned and follow through on all commitments made for the tasks;
- h. Create an environment that is supportive and encouraging to all;
- i. Respect the cultures, beliefs, opinions, and decisions of others; and
- j. Abide by the laws, rules, and regulations of society while representing 9/11 TAP.

**4. Member Conduct that is discouraged.**

Members will refrain from:

- a. Disclosing information outside of 9/11 TAP that is not intended for public dissemination;
- b. Breaching confidentiality where confidentiality has been requested or is otherwise appropriate;
- c. Harassing, antagonizing, threatening or attempting to intimidate others (i.e., with threats of lawsuits, slanderous remarks, name calling, etc.);

- d. Making improper use of one's role, duties, status, or power of authority; and
- e. Using inflammatory, violent, or militant language that would threaten any level of government, including all law enforcement, military, and intelligence agencies.

#### **5. Advice Regarding Conflict Prevention and Resolution:**

Trust takes a long time to build and a short time to break. This is a large organization, and you may find that there is at least one other Member with whom you simply cannot work.

Our advice is to expect this, and avoid conflict by not responding negatively or trying to engage disharmoniously with others, as it can disrupt the entire Team. You may politely inform the other person that it is in the best interest of the organization, that both of you either agree to disagree or recognize that you will not be able to work together well, and so you are not going to perpetuate any negative dialog.

- a. It is more efficient for us to self-manage, rather than to have discipline imposed upon us. In recognition of this, Members agree to act based on the following:
  - i. If you have a complaint about, or an issue with, another person, you should attempt to resolve it directly, respectfully and peacefully in private if at all possible. If not satisfied, you should communicate your complaint to the closest committee chairperson. If still not satisfied, you should contact the chairperson of the Board; or finally, you may correspond to the Board, in writing at [board@911TAP.org](mailto:board@911TAP.org);
  - ii. The Board may at its option, respond in writing or decide to not respond to the correspondence supporting the decision made by the chairperson.
- b. Refrain from using conference calls, forums or sending emails to the entire Team to inform others of what you deem to be "mistakes" or "faults" of other Members, the Board, and/or the organization. If you believe that another Member has acted inappropriately or violated this Code of Conduct, you should follow this same path of resolution. If there is a significant reason to short circuit this path of resolution, then do so reservedly;
- c. When composing an email to others that is not particularly complimentary, do not hit "send" until you have carefully considered "How would I react were I to receive that email?";
- d. Help to create an atmosphere where people feel free to express ideas without harsh criticism. 9/11 TAP encourages positive constructive criticism of ideas.

Just don't be nasty about it. We avoid all criticism of people, focusing instead on their ideas, strengths and talents;

- e. Consider the overall significance of the big picture, and in that spirit, endeavor to not let another's remarks bother you and do your best to release lingering grudges should you find yourself in conflict with a 9/11 TAP ally; and
- f. All 9/11 TAP Members, employees, and contractors are expected to abide by the resolutions made by the Board of Directors.

- 6. **Violation and Enforcement:** In the event of non-compliance this Code of Conduct may result in revocation of Membership, and the 9/11 TAP Board may publicly disassociate itself from words or conduct by any Member or participant in a 9/11 TAP activity that are not in compliance with this Code, and take other measures deemed necessary to avoid being brought into disrepute by the unauthorized words or actions of individuals who violate this Code.
- 7. **Mechanism for Changes to the 9/11 TAP Code of Conduct:** This Code of Conduct is subject to change by the Board of Directors at any time.