

Michigan Convention of Young People in Alcoholics Anonymous Advisory Council Code of Conduct - Approved 11/29/2024 at MCYPAAAC GBM

Purpose: This Code of Conduct (“Code”) establishes the principles and expectations for conduct and ethical behavior for all members of the Michigan Convention of Young People in Alcoholics Anonymous Advisory Council, hereinafter MCYPAAAC. *By adhering to this Code, we foster a positive, inclusive, and respectful environment that aligns with the steps, traditions, and concepts of Alcoholics Anonymous.*

I. Scope and Applicability

This Code applies to all members of MCYPAAAC, regardless of their position or location.

II. MCYPAAAC Aims and Purposes

Our primary purpose is to stay sober and help other alcoholics to achieve sobriety. We direct our attention toward young people by providing the Michigan Convention of Young People in AA (MCYPAA), which meets annually around the Thanksgiving holiday. Experience has shown MCYPAA as a prime opportunity for young people to participate and share their experience within AA as a whole. We encourage all AAs, AI-anons, A.C.o.As, and AI-ateens to participate in and support MCYPAA. Non alcoholics are also welcome to attend all open meetings to further public awareness and understanding of alcoholism.

III. Definitions

Bullying - the use of force, coercion, hurtful teasing or threat, to abuse, aggressively dominate or intimidate.

Individual - Any member of AA

MCYPAA Related Committees - committees bidding or intending to bid for MCYPAA in the current year, any and all sub committees formed by active members of MCYPAAAC, and the MCYPAA Host Committee of the current year.

Member - Elected member of MCYPAAAC

IV. MCYPAAAC Core Values and Principles

- A. Integrity: We are committed to honesty, transparency, and ethical behavior in all our actions and interactions.
- B. Respect: We honor the dignity and worth of all individuals, fostering an inclusive environment.
- C. Service: We are dedicated to serving AA as a whole, and carrying the message of recovery to others.

- D. Unity: We strive for unity and cooperation, remembering that personal recovery depends on AA unity. We work together with others to achieve shared goals.
- E. Anonymity: We honor the spiritual foundation of anonymity, placing principles above personalities. We prioritize MCYPAAAC's values and mission over individual recognition.
- F. Responsibility: We practice personal responsibility, embracing honesty, open-mindedness, and willingness. The group conscience will hold the group accountable for our actions, upholding the trust placed in us by our fellows.

V. Guidelines for Conduct

A. General

1. Take responsibility for your actions, acknowledging mistakes and striving to make amends where appropriate, embodying humility and openness to growth.
2. Support and participate in the MCYPAAAC service work, understanding that the well-being of the whole organization depends on the contributions of all, echoing the collective service focus of the 12 Concepts.
3. Commit to honest and open communication, addressing issues directly and constructively.
4. Uphold our primary purpose by actively participating in meetings, programs, and activities, sharing the load of service to support the organization's health.
5. Show respect and courteous conduct in all MCYPAAAC and MCYPAA related meetings and events.

B. Confidentiality

1. Members are reminded that confidential financial, personnel and other matters concerning MCYPAAAC, MCYPAA related committees, or individuals may be included in council materials or discussed from time to time. Council members should not disclose such confidential information to anyone outside of the council.

C. Meetings

1. Members are expected to exercise the duties and responsibilities of their positions with integrity and care. This includes:
 - Making attendance at all meetings of MCYPAAAC a high priority.
 - Being prepared to discuss the issues and business on the agenda, and having read all background material relevant to the topics at hand.

- Cooperating with and respecting the opinions of fellow members, and leaving personal prejudices out of all council discussions, as well as supporting actions of the council even when the member personally did not support the action taken.
- Putting the interests of MCYPAAAC above personal interests.
- Representing MCYPAAAC in a positive and supportive manner.

D. Respect and inclusion

1. MCYPAAAC is open to all, regardless of race, ethnicity, gender identity, sexual orientation, religion, or socio-economic background, aligning with the Third Tradition of AA: “The only requirement for membership is a desire to stop drinking,” reinterpreted here as a desire to contribute positively to MCYPAAAC’s primary purpose.
2. We value diversity and are committed to fostering an inclusive environment where all members feel valued and respected.
3. Everyone is required to use the correct pronouns of their colleagues and other individuals, regardless of their gender identity, and any intentional misgendering or disregard for someone’s preferred pronouns will be considered a violation of the code of conduct
4. Harassment, discrimination, or any form of bullying will not be tolerated.
5. Members should avoid personal criticism, gossip, or any behavior intended to harm others or the unity of MCYPAAAC.

E. Integrity and ethics

1. Members must act with integrity and uphold the steps, traditions, and concepts of A.A. in all interactions as they relate to MCYPAAAC. This includes avoiding conflicts of interest and acting in the best interests of AA as a whole.
2. No harassment, including but not limited to unwanted advances, stalking, or predatory behavior, is strictly prohibited. This includes verbal, non verbal, physical, and digital actions.
3. Always respect personal boundaries. Do not engage in persistent attention or contact after being asked to stop.

F. Dress code

1. Members are expected to dress in a manner that is appropriate for their role and the meeting environment.

2. Members must be fully clothed whenever conducting MCYPAAAC business and clothing shouldn't be of controversial nature.

G. Technology and Social Media Usage

1. MCYPAAAC related technology and social media should be used responsibly. Members of MCYPAAAC agree to refrain from any of the following:
 - Post material that MCYPAAAC determines is threatening, harassing, illegal, defamatory, libelous, or hostile towards any individual or entity.
 - Post phone numbers or email addresses of themselves or any other individual or entity publicly or in private forums.=
 - Sharing of confidential information online or through social media platforms.
 - Post material that infringes on the rights of the Organization or any individual or entity, including privacy, intellectual property or publication rights. This includes the improper use of (but is not limited to) images, logos, videos, content, documents, white papers, etc.
 - Post material that promotes or advertises a commercial product or solicits business or membership or financial or other support in any business, group or organization.
 - Using MCYPAAAC data for any purpose other than what it was intended for.

H. Conflict Resolution

1. Any conflicts as they relate to MCYPAA as a whole, should be resolved in a professional and respectful manner.
2. Members are encouraged to seek the assistance of another member.
3. No member of MCYPAAAC shall derive any personal profit or gain, directly or indirectly, by reason of their service as a member of MCYPAAAC.
4. Members of MCYPAAAC shall conduct their personal affairs in such a manner as to avoid any possible conflict of interest with their duties and responsibilities as members of MCYPAAAC. Nevertheless, conflicts may arise from time to time.
5. When there is a decision to be made or an action to be approved that will result in a conflict between the best interests of MCYPAAAC and a member's personal interests, the member has a duty to immediately disclose the conflict of interest so that the rest of the Council's decision making will be informed about the conflict.

6. If a member feels they have a conflict of interest as it relates to any matter decided by the council, their conflict of interest should be disclosed, and the member should recuse themselves from the vote.
7. Any new member will be advised of this policy during their first MCYPAAAC General Business Meeting and all members will be reminded of the MCYPAAAC Member Code of Conduct and of the procedures for disclosure of conflicts and for managing conflicts, at least once a year.

I. Accountability for Past Behavior

1. This code of conduct applies not only to current behavior but also to past actions that come to light and are found to conflict with these standards.
2. If credible evidence emerges regarding past behavior that violates this code, the organization reserves the right to review and address it in line with our values and enforcement policies.

VI. Reporting mechanisms

Members are encouraged to report any unethical behavior or violations of this Code. Report any safety concerns to organizational leadership in line with principles of responsibility and mutual support. MCYPAAAC is committed to protecting the anonymity and safety of those who report misconduct. By adhering to this Code, members contribute to the success and reputation of MCYPAAAC. Failure to uphold this Code may result in the members removal from position or from the council in its entirety as stated in BYLAWS.

I, _____, recognizing the important responsibility I am undertaking in serving as a member of MCYPAAAC, hereby pledge to carry out in a trustworthy and diligent manner the duties and obligations associated with my role as a member and abide by this Code of Conduct. I understand that failure to abide by this Code of Conduct may result in my removal as a member, pursuant to the requirements and processes provided in the organization's Bylaws.

Signature Date: