



## **Non-Solicitation Policy**

Women in Manufacturing (WiM) is committed to supporting, promoting and inspiring women who have chosen a career in manufacturing. WiM recognizes that membership consists of both manufacturers and service providers to the manufacturing industry, and aims to create an environment where all members can improve their knowledge, skills, and professional opportunities.

WiM encourages value-added engagements where information-sharing and relationship-building activities provide opportunity for members to express interest in product and service needs, rather than members soliciting members – a pull approach rather than push. This approach is critical to maintaining the constructive, transparent, and educational dynamic of WiM interactions.

While WiM encourages information-sharing and relationship-building activities between members at WiM National and Chapter level meetings and events, it does not condone overt solicitation. This means that:

- Without express inquiry initiated by another member, overt solicitation is strictly prohibited during all WiM meetings.
- Members may not distribute sales and marketing materials at member meetings unless explicitly approved by WiM National.
- Members may not undertake a mailing or email campaign using WiM membership contact information unless explicitly approved by the WiM National (this includes all communication types, not just sales).
- Members must exercise good business judgment during all WiM meetings and refrain from any behavior that could be considered or interpreted to be overt solicitation or harassment.
- Failure to abide by this policy will lead to removal of a member from the meeting and could result in the suspension of a person's or a company's membership.