

Rotary



The Rotary Club of Wilmington
Post Office Box 1194
Wilmington, NC 28402

“Four-Way Test” Policy

The Wilmington Rotary Club intends to follow a policy of inclusion, to ensure the club fully complies with the Four-Way Test.

The Four-Way Test is the Rotary movement’s ethical foundation. It sets the standard for what individual Rotarians think, say and do. It is also a standard for how Rotary clubs operate.

1. Is it the truth?
2. Is it fair to all concerned?
3. Will it build goodwill and better friendships?
4. Will it be beneficial to all concerned?

The club values diversity and practices inclusion in our membership, in all committee assignments, and in our interaction with the community. This includes diversity of race, gender, age, political opinion and occupation. Each member of the club should understand this objective. Each club committee will follow this policy and apply the Four-Way Test to all decisions.

All vendors proposing to supply products or services for the club, and all venues proposing to host club events, will be required to demonstrate a practice of inclusion and diversity in all aspects of their business. This means they do not, by practice or policy, exclude members of the community in employment, accommodations or membership. If the vendor has a written policy addressing this issue, it should provide the club with a copy.

Topics for the club’s weekly programs will be selected with the goal of broadening members’ perspectives. Programs will include opportunities to learn about our community’s ethnic diversity and guest speakers should represent that diversity. To help achieve this goal, the Program Committee will periodically ask the club’s membership to suggest program ideas and guest speakers.

One or more weekly programs each year will explicitly address the Four-Way Test, and its practical meaning for the club’s activities.

The new-member orientation process will include a discussion of the Four-Way Test, and of the club’s goals of diversity and inclusiveness.

A Four-Way Test Committee will be established to review and make recommendations on complaints received from members under this policy.

Procedure for Four-Way Test Committee

A standing committee, the Four-Way Test Committee, shall be constituted to address any concerns about this policy. The committee shall consist of [three] members of the Board of Directors, and will be appointed by the President.

Any Board member, officer or committee chair who receives a member's grievance or complaint related to the Four-Way Test will immediately refer it to the president for the Board's consideration at its next meeting.

When a grievance or complaint regarding a perceived or actual violation of the Four-Way Test is referred to the Board, the Board shall refer the issue to the Four-Way Test Committee. The committee will convene within two weeks to consider the issue. By majority vote, the committee will make a recommendation to the Board. That recommendation will be placed on the next Board meeting's agenda. The Board's action, or lack of action, on the recommendation shall be reported to the Four-Way Test Committee and to the member or members who raised the issue.

This procedure is meant to ensure that the Board addresses any Four-Way Test issue no later than at its next monthly meeting after receiving a grievance or complaint.

Adopted December, 2013