



kairos CLASS

Handbook

**Cultivating and supporting diversity
in wealth and entrepreneurship.**

Unite with us in the expedition to redefine triumph, rewrite the narrative, and shape a tomorrow that's brighter, and more just.

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Table of Contents

2	Code of Ethics
3	Code of Conduct
4	Conduct Unbecoming A Member
6	Disciplinary Actions & Crimes
8	Expectations of Kairos Class Members: Our Collective Contribution
10	Resolution Principles
12	Frequently Asked Questions
14	Contact Us

Code of Ethics

We must be reliable and sincere in our commitments. In our community, it's the commitment of "all for one and one for all," supporting each other.

We have a culture of open and brave communication, encouraging members to tackle difficult or unspoken issues directly. This practice builds a foundation of trust and understanding among our empowered community. We prioritize collective well-being. We show these core values in every decision, fostering a culture where empowerment is the driving force behind our actions.

We hold each member's time, financial resources, and energy in high regard. Our interactions are characterized by respect and consideration, ensuring a harmonious and supportive environment.

We stand united. Each member's actions contribute to our shared success and collective well-being, reinforcing the strength of our community.

We commit to upholding legal standards and fostering continuous personal and professional growth. This dedication ensures the integrity and collective strength of Kairos Class.

Join us as we embrace these ethical principles, creating a culture of respect, empowerment, and unity in the Kairos Class community.

Code of Conduct

Standards of Professionalism: Members of Kairos Class uphold the highest standards of professionalism in all interactions. This includes a commitment to honesty, integrity, punctuality, and a respectful approach to fulfilling commitments.

Ethical Communication and Transparency: Open and honest communication is at the core of our community. We encourage members to constructively address difficult issues and embrace transparency, acknowledging any challenges or concerns openly and collaboratively.

Mutual Respect and Non-Discrimination: In the spirit of empowerment, all Kairos Class members treat each other with respect and dignity. Discrimination and harassment based on race, ethnicity, gender, creed, religion, sexual orientation, or any other characteristic are strictly prohibited.

Collective Responsibility and Support: Aligned with the philosophy of "all for one and one for all," Kairos Class fosters a collaborative and inclusive environment. Members actively support each other's growth and success, contributing to the collective empowerment of the community.

Adherence to Legal and Ethical Standards: Compliance with all relevant laws and regulations is a fundamental requirement for Kairos Class members. Avoiding conflicts of interest and respecting intellectual property rights are integral to maintaining ethical standards.

Conduct Unbecoming a Member

In Kairos Class, we uphold the highest standards of integrity and professionalism. Here's what we consider as conduct unbecoming, which is not tolerated within our community:

Unprofessional Behavior: Actions that breach our Code of Ethics or Conduct, including unethical professional conduct, are considered unbecoming.

Ethical Breaches: Violations like discrimination, harassment, or any other action that compromises Kairos Class's values.

Disrespect of Time, Energy, and Resources: Repeated tardiness or disrespecting fellow members' time, energy, and resources is not in line with our principles.

Misuse of Platform: Inappropriate use of the Kairos Class platform or misrepresenting Kairos Class in external communications.

Severe Policy Violations: Significant harm to another member, misuse of Kairos Class resources, or severe ethical breaches.

Legal Violations: Engaging in activities that breach legal standards, including intellectual property theft or illegal activities under Kairos Class's name.

Conduct Unbecoming a Member

Harassment or Discrimination: Any form of harassment or discrimination, whether as a first-time offense or repeated incidents.

Endangerment: Behaviors that physically or psychologically endanger other members are strictly prohibited.

Major Legal Breaches: Involvement in criminal activities that compromise the safety of members or the integrity of Kairos Class

We are committed to maintaining an environment of mutual respect and integrity. Any violations of these standards may result in disciplinary actions to uphold the ethical and professional standards of Kairos Class.

Disciplinary Actions & Crimes

At Kairos Class, we maintain a strict code to ensure the integrity and respect of our community. Here are the disciplinary actions for various violations:

Formal Warning:

- **Minor Policy Violations:** Includes minor breaches such as unprofessional communication or tardiness.
- **First-time Offenses:** Actions that contradict Kairos Class's values but do not significantly harm others or the platform's reputation.

Probation:

- **Repeated Minor Offenses:** Continuing minor policy violations after a formal warning.
- **Moderate Policy Violations:** Actions that significantly impact other members' well-being or respect, like repeated disrespect of time or resources.
- **Initial Harassment or Discrimination:** First-time offenses involving harassment or discrimination on a lesser scale.

Suspension:

- **Severe Policy Violations:** Serious breaches like significant harm to another member, misuse of Kairos Class resources, or unethical conduct.
- **Legal Violations:** Breaching legal standards, including intellectual property theft or illegal activities under Kairos Class's name.
- **Continued Harassment or Discrimination:** Persistent instances of harassment or discrimination post-probation.

Disciplinary Actions & Crimes

Expulsion:

- **Gross Misconduct:** Actions severely damaging Kairos Class's integrity or reputation, such as fraud or criminal activities.
- **Severe/Repeated Harassment or Discrimination:** Major instances or continual violations post-suspension.
- **Endangerment:** Behaviors that physically or psychologically endanger other members.
- **Major Legal Breaches:** Criminal activities that bring disrepute to Kairos Class or compromise members' safety.

These measures ensure that our community remains a respectful, safe, and ethical environment for all members.

Expectations from Kairos Class Members: **Our Collective Contribution**

At Kairos Class, each member's contribution is pivotal to our shared journey toward financial empowerment. Upholding our values, we expect the following commitments from our members:

4-Hour Monthly Commitment: Each member is expected to dedicate 4 hours per month to Kairos Class. This time can be utilized in various meaningful ways:

- Assisting members, guiding them through our services and resources.
- Advising, Coaching, and Training: Offering expertise to fellow members, enhancing the collective skill set of our community.
- Speaking Truth: Encouraging open and honest communication, fostering a culture of transparency and trust.

Living by Kairos Class Values: Members are expected to embody our core values in all their interactions and decisions. This includes respecting each other's time, money, and energy, and avoiding any actions that would negatively impact fellow members.

Contributing to Kairos Class Improvement: We encourage members to actively provide ideas and feedback. This continuous improvement process helps us evolve and enhance our collective experience.

Expectations from Kairos Class Members: **Our Collective Contribution**

Helping Kairos Class Grow: Members are encouraged to contribute to the growth of Kairos Class, whether through innovative ideas, participating in community initiatives, or supporting our mission.

Mutual Respect and Support: Respect for each other and our contributions is paramount. We strive to build an environment where every member feels valued and supported.

By adhering to these expectations, each member plays a crucial role in enhancing Kairos Class's community, driving us towards our collective goals and reinforcing our ethos of mutual support and respect in the journey to financial greatness.

Resolution Principles

At Kairos Class, we address grievances and disagreements by creating a space where diverse perspectives are not just welcomed but celebrated. This approach is deeply rooted in our core values of empowerment, respect, and open communication.

Encourage Open Dialogue: We encourage members to voice their concerns and opinions respectfully. Open dialog is crucial in ensuring grievances are heard and addressed in a supportive, understanding environment.

Seeking Mutual Understanding: Disagreements are viewed as opportunities for collective growth. We emphasize understanding each other's viewpoints, striving for solutions that reflect the collective best interests of our community.

Fairness and Impartiality: Our resolution process is grounded in fairness. We ensure that every member's perspective is valued, promoting decisions that respect all involved parties.

Valuing Constructive Feedback: Grievances are seen as vital feedback, providing insights into how we can evolve and improve as a community, continually enhancing our members' experience.

Resolution Principles

Respecting Individual Differences: We acknowledge and respect individual differences, knowing that diversity in thought strengthens Kairos Class and enriches our collective journey.

Upholding Kairos Class Values in Resolutions: Throughout the resolution process, we steadfastly uphold our values, ensuring the integrity of our community and that every member feels respected and valued.

With our resolution principles, Kairos Class ensures that all grievances and disagreements are approached with the dignity and respect every member deserves.

Frequently Asked Questions

Q1: What is Kairos Class?

A1: Kairos Class is a dynamic and empowering community dedicated to financial mastery and personal growth for women and people of color. We provide a platform for individuals at all stages of their financial journey to connect, learn, and collectively thrive.

Q2: How does Kairos Class contribute to financial empowerment?

A2: Kairos Class offers a unique blend of experiential learning, collaborative projects, and access to proven financial strategies. Our community is designed to foster an environment where members can refine their wealth-building skills, connect with industry experts, and gain insights into diverse financial perspectives.

Q3: What makes Kairos Class different from other communities?

A3: Kairos Class stands out through its commitment to hands-on learning, real-world application, and a values-driven approach to financial success. We prioritize a culture of generosity, respect, and continuous improvement, creating an environment where members can genuinely empower each other. Finally, we have a focus on empowering women and people of color. Any gender, race, creed or religion can be a part of our community; they must just understand our commitment to underrepresented persons.

Frequently Asked Questions

Q4: How can I become a member of Kairos Class?

A4: To become a member, visit our website and follow the membership application process. We welcome individuals who are committed to financial growth, empowerment, and contributing to a supportive community.

Q5: How does Kairos Class ensure a collaborative environment?

A5: Kairos Class fosters collaboration through strategic peer connections, wealth-building projects, and a focus on implementation. Members are encouraged to share insights, support each other's growth, and actively contribute to the community's collective success.

Q6: How can members contribute to Kairos Class improvement?

A6: Members are encouraged to contribute ideas and feedback actively. This continuous improvement process helps Kairos Class evolve, ensuring a community that aligns with the needs and aspirations of its members.


Q7: How does Kairos Class handle conflict resolution?

A7: Kairos Class fosters open dialogue, seeking mutual understanding, valuing constructive feedback, and upholding Kairos Class values throughout the resolution process.

These FAQs provide an overview of Kairos Class, its unique features, and how it empowers members on their financial journey.

Contact Us

Phone

 (302) 528-7934


Message

 info@kairosclass.com

Website

 kairosclass.com

Address

 112 S. French St., Ste. 101 | Wilmington, DE 19801

Social Media

 [linkedin.com/company/kairos-class](https://www.linkedin.com/company/kairos-class)

 [instagram.com/kairosclass](https://www.instagram.com/kairosclass)

 [facebook.com/KairosClassNetwork](https://www.facebook.com/KairosClassNetwork)

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