

## **SNAG Ethics Policy**

SNAG's mission can only be realized through a common code of ethics upheld by our officers, board of directors, staff and members:

1. Recognize that the chief function of SNAG at all times is to serve the best interests of our constituency.
2. Accept as a personal duty the responsibility to keep up-to-date on emerging issues and to conduct ourselves with professional competence, courtesy, fairness, impartiality, efficiency, and effectiveness.
3. Respect the structure and responsibilities of the board, provide them with facts and advice as a basis for their policy making decisions, and uphold and implement policies adopted by the board.
4. Keep the membership, staff, board, and officers informed about issues affecting it.
5. Conduct our organizational and operational duties with positive leadership exemplified by open communication, creativity, dedication, and compassion.
6. Exercise the discretionary authority we have under SNAG's bylaws and the law to carry out the mission of the organization.
7. Serve with respect, concern, courtesy, and responsiveness in carrying out the organization's mission.
8. Demonstrate the highest standards of personal integrity, truthfulness, honesty, and fortitude in all our actions in order to inspire confidence and trust in our activities.
9. Avoid any interest or activity that is in conflict, appears to be in conflict, or might be misunderstood to be in conflict with the conduct of our official duties.
10. Respect and protect privileged information to which we have access in the course of our official duties.
11. Strive for personal and professional excellence and encourage the professional developments of others.
12. Expect to be treated and to treat others with respect, and respect the opinions of and the differences among individuals.
13. Members, staff, officers, and directors have a responsibility to abide by and uphold these ethical standards and to report any suspected or actual breach pursuant to the Whistleblower Policy.