

CODE OF CONDUCT

FOR ISMA ORGANIZATIONAL ACTIVITIES

ISMA works to foster a respectful environment for all members and participants at any ISMA organizational event, including any meetings of the House of Delegates, Board of Trustees, Commissions, Committees, Task Forces, Districts, other official meetings, and association gatherings and forums. This includes webinars and online messaging platforms – such as ISMA Pulse.

The principles identified in this document are intended to serve as guidelines for members and participants for encouraging a safe and respectful environment. These guidelines require participants to abide by the norms of professional respect that are necessary to promote the conditions of free academic and professional interchange:

Code of Conduct for ISMA Organizational Activities:

- **Respect.** We will be considerate to and respectful of our peers.
- **Congeniality.** We will not tolerate harassment in any form including physical, sexual, or psychological harassment.
- **Impartiality.** We will not engage in discriminatory behavior on the basis of sex, gender, religion, race, color, veteran status, national origin, genetic information, citizenship, disability, gender identity, age, ethnicity, politics, or sexual orientation.
- **Civility.** We will not tolerate aggressive behavior including intimidation, threats of violence or retaliation, or foul language.
- **Inclusivity.** We will support an environment that values diversity and inclusion to allow all participants to contribute to our mission.
- **Accountability.** We will report inappropriate behavior we witness and thereby protect the environment in which we conduct our organizational business.

A member wishing to report a violation of these principles may do so by contacting one or more of the ISMA Officers overseeing the activity, or the ISMA Executive Vice President. These principles are intended to supplement, not replace, any applicable requirements in the ISMA Constitution and Bylaws, and any applicable ISMA policies. To the extent a violation of this policy constitutes a violation of the ISMA Bylaws or Constitution, the violation will be resolved under paragraphs 5.0606 and 5.0611 of the ISMA Bylaws and Constitution, as appropriate.

Adopted by Board of Trustees on 5/4/2025