

This Code of Ethics serves as a guiding framework for the Chicago Vocational High School Hall of Fame, as well as all candidates and inductees. Our commitment is to uphold the highest standards of integrity, fairness, objectivity, and inclusivity in selecting inductees -as well as for the inductees themselves. This document outlines the ethical principles and responsibilities which each member of the CVS HOF, inductees, candidates etc. are expected to adhere.

CODE OF ETHICS

Creating a code of conduct for Chicago Vocational Hall of Fame involves setting guidelines and expectations for behavior that align with the core values and mission of the CVS HOF.

We honor and respect the history and achievements of individuals inducted into the Hall of Fame, recognizing their contributions to their respective fields.

Inductees and members of the Hall of Fame are expected to uphold high ethical standards, demonstrating honesty, fairness, and transparency in their actions and decisions. Members will approach the selection process with honesty, impartiality, and a commitment to fairness. Decisions will be made based on the established criteria and merits of the candidates, without personal bias or favoritism.

- **INTEGRITY AND FAIRNESS**

Members will approach the selection process with honesty, impartiality, and a commitment to fairness. Decisions will be made based on the established criteria and merits of the candidates, without personal bias or favoritism.

- **TRANSPARENCY AND ACCOUNTABILITY**

The selection process will be transparent, with clear criteria and processes.

Members will be accountable for their selections and prepared to justify their decisions based on the established criteria.

CONFIDENTIALITY

Deliberations and votes of the committee are confidential to protect the integrity of the selection process. Personal information about candidates and discussions about their eligibility must be treated confidentially. Each member of the CVS HOF is expected to honor and promote confidentiality of CVS HOF discussions, business, and other items within the boundaries of CVS HOF proceedings.

• **CONFLICT OF INTEREST**

Members must disclose to the CVS HOF leadership committee any potential conflicts of interest that might affect their judgment. CVS HOF leadership has the responsibility to tender said conflicts to the ethics committee for review.

• **RESPECT AND PROFESSIONALISM**

Interactions among committee members, candidates, and the public should be conducted with respect and professionalism. Members should uphold the dignity and reputation of the Hall of Fame and its members, candidates, and members of school staff and administration.

• **SUPPORT FOR DIVERSITY AND INCLUSION**

The CVS HOF is committed to supporting diversity, including the representation and fair treatment of minorities and LGBTQ+ individuals. We strive to create an inclusive environment where all candidates are evaluated without discrimination based on race, gender, sexual orientation, religion, national origin, or disability.

We also expect all candidates, inductees and members to fully commit to these same inclusive standards. Each member should avoid disparaging actions in the form of verbal comments, texts, social media posts, personal attacks, public humiliation of any member, inductee, or faculty and/or staff member of CVS past, present, or future.

• **SEXUAL HARASSMENT**

The committee maintains a zero-tolerance policy for sexual harassment. Any form of sexual harassment, intimidation, or exploitation is strictly prohibited. Members are expected to conduct themselves in a manner that promotes safety, respect, and dignity for everyone involved. Allegations of sexual harassment will be investigated promptly and thoroughly, with appropriate actions taken against those found in violation. This same zero-tolerance policy will, likewise, be applied to all candidates and inductees as well.

• **CONTINUOUS IMPROVEMENT**

The CVS HOF will regularly review and update the selection process and criteria to ensure relevance, fairness, and inclusivity. Feedback from the CVS HOF, members, nominees, and other stakeholders will be considered for said improvement. Each inductee, member and candidate will agree to the following.

- I. Conduct oneself in a professional manner, upholding the reputation and dignity of the Hall of Fame in all public and private interactions.

- II. Take responsibility for one's actions and decisions, acknowledging mistakes, and taking corrective measures when necessary.
- III. Resolve conflicts and disputes in a fair, respectful, and timely manner, seeking mutual understanding **and cooperation** among all parties involved.

- **COMPLIANCE WITH LAW & REGULATIONS**

All activities shall comply with relevant laws and regulations, including those pursuant to laws and regulations of the city of Chicago and state of Illinois. Members are required to disclose any infraction immediately to the CVS HOF leadership for review by the Ethics Committee. Failure to disclose could result in disciplinary action which includes removal from the CVS HOF.

- **BREACH OF ETHICS**

Any breach of this Code of Ethics will be taken seriously and may result in removal from the Hall, along with possible further actions as deemed necessary. Any behavior that deemed unethical, illegal, or otherwise detrimental to the reputation and mission of the CVS HOF may result in disciplinary action, including removal of an individual's induction status.

CONCLUSION

Adherence to this Code of Ethics is mandatory for all members of the Chicago Vocational High School Hall of Fame and all candidates and inductees. By following these principles, we commit to upholding the integrity, prestige, and inclusivity of the Hall of Fame, ensuring that our members exude transparency and are worthy of public trust.