

Women in Construction New Mexico Code of Conduct Policy

Adopted by the Board of Directors on April 12, 2023

WICNM traditionally has demanded and received the highest ethical services from its volunteers. In an effort to maintain the high standard of conduct expected of WICNM with respect to the management of its own affairs and to enable WICNM to continue to serve the construction industry, WICNM adopts the following Code of Conduct applicable to all members:

- Members shall strive to continually be aware of the Association's mission, values, and ethical standards and operate in a manner consistent with them.
- Members shall treat each person in a caring and respectful fashion mindful of individual differences and cultural and ethnic diversity. This includes avoiding unwarranted negative criticism of colleagues.
- Members shall not authorize the use of or use for the benefit or advantage of any person, the name, logo, endorsement, services or property of WICNM, except in conformance with Association procedures.
- Members should not take unfair advantage of their affiliation with WICNM to further their personal, religious, political or business interests.
- Members shall strive to operate and act in ways that are in the best interests of WICNM and its members and members shall not operate or act in any manner that is contrary to the best interests of WICNM.
- Members shall fully comply with all laws, rules and regulations applicable to the Association in the locations in which it operates.

In addition to the above codes of conduct, volunteers (committee/board/event volunteers) shall also adhere to the following:

- WICNM volunteers should be alert to and avoid conflicts of interest that interfere with impartial judgment. They should inform appropriate leadership (i.e., executive officer) when a real or potential conflict of interest arises and take reasonable steps to resolve the issue.
- WICNM volunteers shall not knowingly take any action or make any statement intended to influence the conduct of WICNM in such a way as to confer any financial benefit on any person, corporation, or entity to which the individual has a significant interest or affiliation.
- WICNM volunteers shall not accept or seek on behalf of any person, any financial advantage or gain of other than nominal value offered because of the volunteer member's affiliation with WICNM.
- WICNM volunteers should provide services and represent themselves as competent only within the boundaries of their education, experience, training, or other relevant professional experience.
- WICNM volunteers shall not disclose any confidential WICNM information that is available solely as a result of the volunteer member's affiliation with WICNM to any person not authorized to receive such information or use to the disadvantage of WICNM any such confidential information.