



Water Environment Association of Texas

STANDARDS OF CONDUCT FOR WEAT BOARD MEMBERS

These Standards of Conduct reaffirm and clarify the policy and expectations of WEAT concerning the standards of behavior and ethical conduct of the members of its Board of Directors (“Members”) while representing WEAT and conducting WEAT business. The maintenance of the highest standards of honesty, integrity, impartiality and conduct is essential to the proper performance of WEAT’s business responsibilities and to the maintenance of confidence in WEAT by its members.

General

WEAT is a professional, diverse and inclusive organization that fosters a culture of respect and dignity and expects its members and associates to hold these values. WEAT’s reputation for integrity is an invaluable asset to be nurtured by each Member; it is each Member’s responsibility to demonstrate the highest standards of integrity and personal conduct, and to ensure that employees of WEAT do not violate these standards when conducting WEAT business.

Discrimination and Harassment

Members are prohibited from engaging in intimidating, harassing, unwelcome, abusive, disruptive, violent or offensive conduct toward others during Board meetings, at WEAT events or other industry events when the Member is representing WEAT, or toward WEAT employees. Derogatory speech, images, and personal insults based on sex, sexual orientation, gender identity, race, disability, religion or ethnicity are prohibited, as is unwelcome sexual attention, touching, stalking, photography, or sexually explicit comments or images.

Also prohibited is Board action or individual Member suggestions that would constitute discrimination against any person or entity based on sex, sexual orientation, gender identity, race, disability, religion or ethnicity, or conditioned on acceptance or rejection of sexual advances.

Members have a special duty to ensure that such prohibited conduct is not committed by others at WEAT events, Board meetings, or in the course of WEAT employment. WEAT has a zero tolerance policy for hostile, disruptive or harassing behavior at its conferences that negatively interferes with the experience for others, or makes others feel unsafe. Board members who

observe or receive reports of such conduct at WEAT events must immediately notify WEAT Officers and Executive Director.



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Conflicts of Interest

Members shall conduct themselves in a manner that maintains the highest standards of integrity and personal conduct, avoiding even the appearance of any conflict of interest, including, but not limited to the appearance of:

1. Making a WEAT decision outside official channels;
2. Using any information understood to be confidential gained by his or her official position with WEAT for the Member's own personal gain or for the private interest of others.

The Board of Directors shall evaluate any violation coming to its attention, and shall take appropriate corrective action. Any violation and subsequent corrective action will be documented and records will be retained in accordance with WEAT's record keeping procedure.