

# American Cannabis Nurses Association

## Code of Conduct



The ACNA expects its Board members to meet the highest ethical and professional standards in their actions, their use of authority and their dealing with others. By outlining what those standards are in a Code of Conduct document and asking Board members to sign that they have read it, the Board is holding its members accountable and avoiding potential problems.

The ACNA has zero-tolerance for any type of discrimination and all forms of harassment. Our zero-tolerance policy means that no form of discriminatory or harassing conduct by or toward any Association member, exhibitor, presenter, attendee, vendor or staff member will be tolerated. The Association is committed to assuring compliance with its policy at all levels within the Association. For further information on the Zero-Tolerance Policy, see the ACNA's Harassment Policy.

All Board members will be given a Code of Conduct document at the start of their tenure and annually thereafter. Board members will be expected to review and sign the document, acknowledging that they agree to abide by it. In the case of a Board member being negligent in behavior/ conduct appropriate as a member of the Board, the Board Chair may contact that Board member in writing, outlining the circumstances and corrective actions to be taken. Continued offence could result in the Board member being asked to resign or, by a majority vote, the Board member may be removed from the Board.

### **CODE OF CONDUCT AGREEMENT FOR BOARD MEMBERS**

Board members will:

- Represent the best interests of the members and the organization over and above personal and professional interests
- Respect confidentiality of information received in the course of Board meetings and activities. This includes information about volunteers, Board members, funders, donors, member organizations, partners, employees, contractors, and job applicants. Board members must avoid inadvertent disclosure of confidential information through casual or public discussion, which may be overheard or misinterpreted.
- Declare potential conflict of interest and refrain from discussion and voting when applicable
- Give recognition to others who contribute to the success of the organization and its activities
- Not speak on behalf of the association unless designated by the Chair or the Board as a whole

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- Adopt clear, documented processes and equal access to information
- Agree the use of materials, property and programs developed for the organization are the property of the organization and are not to be used in situations external to the organization without prior approval.
- Not use organizational authority when dealing on an individual basis with staff or volunteers
- Ensure there are competitive opportunities when services of contractors or employment opportunities arise
- Treat staff and fellow Board members with respect and listen to their points of view.
- Participate in Board meetings and keep informed about developments and issues relevant to Board operations.
- When dealing with social media (e.g. Facebook, Twitter, Instagram) Board members will exercise mindfulness as to the possible ramifications of their postings relative to ACNA.

Failure to abide by the Code of Conduct may result in removal from the Board. I have read this Code of Conduct and agree to abide by it.

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Signature

Date