

## **HLAA Code of Conduct for Members**

HLAA is a membership organization whose mission is to open the world of communication to people with hearing loss through information, education, support and advocacy. We are committed to the highest ethical, personal, legal and moral standards. In order to achieve our goals as an organization, it is imperative that our members act appropriately at all times and in every setting so as not to diminish the reputation of HLAA, its Board and its members in the eyes of the public, government, HLAA supporters, founders and its constituent organizations.

**Accepting membership in HLAA** entails an obligation to promote its welfare by assuming the rights and responsibilities set forth below. Each individual member is responsible for his or her own actions and is expected to respect the rights of others. Members are expected to exhibit responsible behavior regardless of time or place.

**The HLAA Board of Trustees has therefore adopted the following Code of Conduct which applies to all members of our organization:**

**\_Members shall** not indulge in any practices or activities that could bring HLAA into disrepute.

**\_Members shall** not engage in discrimination or harassment based on hearing status or level of hearing loss, race, color, religion, age, gender, sexual orientation, gender identity and expression, national origin, disability, marital status, citizenship status, veteran status, military status or any other protected category under applicable law.

**\_Members shall** not engage in any threatening, hostile or abusive behavior at any HLAA sponsored event or in the HLAA workplace. This includes any act that could cause another individual to feel threatened or unsafe through the use of verbal threats, expressions of hostility or intimidation. No individual covered by this Code of Conduct shall threaten or carry out any act of physical violence against another person at any HLAA sponsored event or location and the possession of dangerous articles such as firearms or other weapons at any HLAA sponsored event or location shall be prohibited.

**\_Members shall** not misrepresent HLAA policy by stating their own opinions as being that of the organization.

**\_Members shall** conduct themselves with the awareness that they are personally accountable for their behavior both in person, using the written word, in verbal interaction and online and shall adhere to all standards of accepted professional conduct and good business practices. HLAA condemns hate speech, epithets and other words meant to hurt and inflict physical or emotional harm to others.

**This Code of Conduct shall be publicized to all members of HLAA through its website and written publications, at public events, the Walk4Hearing and the Annual Convention. Violation of this Code of Conduct may subject any member to disciplinary action, including suspension or expulsion from membership, as well as other punishment and fines in accordance with any applicable federal, state or municipal laws, regulations and policies.**

*Adopted by the HLAA BOT on May 6, 2014 and effective immediately on such date*