

IWEA Member Code of Conduct

The Indiana Water Environment Association (“IWEA”) is committed to providing a professional, safe, and welcoming environment for all members and expects members to uphold IWEA’s commitment to providing and supporting a positive environment for all IWEA members and others affiliated with IWEA.

IWEA’s Member Code of Conduct (the “Code”) is intended to provide IWEA with a set of best practices and guidelines on standards of conduct with which members agree they will adhere to when joining and maintaining their IWEA membership. This Code applies to any conduct and/or communication (both verbal and written) of a IWEA member involving other IWEA members, IWEA staff, IWEA contractors, or non-member participants of IWEA (collectively “IWEA Participants”) in connection with or resulting from any IWEA-related business, activity or at IWEA Functions, as defined below.

All conduct and all communications (both verbal and written) arising out of or resulting from IWEA business or activities that are related to IWEA or to IWEA members, including but not limited to conduct and communications at IWEA-sponsored functions (Conferences, Committee Leadership Council activities, Board meetings, etc.), at IWEA Member Association functions, at IWEA-affiliated functions, or member representation of IWEA at a non-IWEA function or in IWEA business (collectively referred to as “IWEA Functions”), are expected to be in accordance with this Code.

This Code is intended to serve as a guideline and is not intended to provide an exhaustive list nor can it address each and every scenario. As such, IWEA reserves the right to interpret, modify, suspend, cancel, or dispute, with or without notice, all or any part of this Code, or its individual guidelines, policies or practices, at any

time. Any such changes will be effective on the dates determined by IWEA, and after those dates all superseded policies will be null and void. Furthermore, IWEA reserves the right to establish a separate and/or additional code of conduct for specific IWEA Functions that may apply to a broader group in attendance at the specific function beyond the aforementioned IWEA Participants. IWEA members attending these specific functions must follow that specific IWEA function's code of conduct, related terms, and conditions, as well as this Code.

This Code governs conduct of IWEA members and will be enforced by IWEA in its sole and absolute discretion. As the contents of this Code serve only as best practices and guidelines, nothing contained herein creates any contract, implied or express. Accordingly, this Code does not establish a specific legal duty on the part of IWEA which would otherwise give rise to an individual cause of action, nor does any act or omission on the part of IWEA create a presumption for or serve as evidence of a breach of any such legal duty has been breached, nor does it form the basis for any governmental enforcement proceedings.

Expectations of IWEA Members

As a condition of IWEA membership, IWEA expects members to demonstrate their commitment to IWEA's core values by conducting themselves in a manner consistent with certain standards of personal and professional conduct, including but not limited to the following: exhibiting common courtesy and civility; acting in a business-like, ethical, and professional manner; supporting diversity, equity and inclusion throughout IWEA; and refraining from any and all discriminatory or harassing behavior directed toward any IWEA Participants as defined earlier in this Code.

Misconduct, Generally

The IWEA Board (“Board”) and Executive Committee (“EC”) identifies types of misconduct and makes determinations, in their sole and absolute discretion, on whether a member engaged in misconduct. This Code applies to conduct while an individual is an IWEA member. Specifically, this Code addresses misconduct in three (3) general areas: Personal Misconduct, Professional Misconduct, and Legal Misconduct. Although not exhaustive lists, the examples set forth below are representative of misconduct in these areas.

Personal Misconduct

- Threatening (physically and/or verbally), engaging in demeaning gestures and/or language, stalking, physically or verbally abusing, or using combative language toward any IWEA Participants (as defined earlier in this Code) in any communications including but not limited to those communications arising out of, or related to, any IWEA business or activity or at any IWEA Function as defined earlier in this Code. This applies to contact in person, by email, telephone, social media, or any other media regardless of whether the contact occurs at IWEA Functions or the subject matter relates to IWEA.
- Harassing or discriminating against any individual, including but not limited to making negative comments, insults, offensive jokes, using ridicule or mockery, slurs or name calling, or making physical assaults or threats, or otherwise exhibiting prejudice on the basis of that person’s race, color, sex, pregnancy/maternity or related medical conditions, gender identity/expression, sexual orientation, religion, age, ethnic or national origin, ancestry, citizenship, marital or family status, disability or perceived disability status, genetic information, veteran status,

or any other legally protected characteristics in accordance with applicable law.

- ❑ Endangering the health or safety of others, including but not limited to the brandishing of firearms, explosives, chemicals, or other weapons or the threat (substantiated or implied) of using such weapons, tampering with safety systems (such as fire-fighting equipment), turning in a false alarm, or engaging in behavior that constitutes a fire hazard at IWEA Functions.
- ❑ Subjecting another person to physical conduct (except self-defensive conduct) or sexual attention which that person perceives as offensive or unwelcome.
- ❑ Engaging in lewd, indecent, disruptive, or disorderly conduct (including such conduct which results from a member being under the influence of alcohol or drugs) at IWEA Functions.
- ❑ Being arraigned, indicted, or convicted (by a judge, jury, or plea agreement) of a felony or a crime which is violent, dangerous to others, or is vile or depraved in nature arising out of the member's personal conduct.

Professional Misconduct

- ❑ Being arraigned, indicted, or convicted (by a judge, jury, or plea agreement) of a crime relating to or arising out of the member's professional/work conduct.
- ❑ Failing to keep secure or to properly use IWEA confidential information and IWEA member personal data which the member may have access to in connection with IWEA activities.
- ❑ Showing unwelcome sexual attention, including inappropriate use of nudity and/or sexual images, in public spaces or presentations.
- ❑ Disrespecting other persons' views, including intentionally interrupting others while they are speaking, disrupting IWEA

Functions, and failing to comply with IWEA Functions moderators.

- ❑ Failing to comply with any IWEA policy which may be applicable to such member, including but not limited to the code of conduct, terms, and conditions which may apply to participation in specific IWEA Functions.

Legal Misconduct

- ❑ Being arraigned, indicted, or convicted (by a judge, jury, or plea agreement) for violations of national, regional or local laws or regulations.
- ❑ Harassing or discriminating against any individual on the basis of that person's race, color, sex, pregnancy/maternity or related medical conditions, gender identity/expression, sexual orientation, religion, age, ethnic or national origin, ancestry, citizenship, marital or family status, disability or perceived disability status, genetic information, veteran status, or any other legally protected characteristics in accordance with applicable law.
- ❑ Violating national, regional, or local regulations regarding the purchase, possession, or consumption of alcoholic beverages, including the furnishing of alcoholic beverages to minors, at IWEA Functions.
- ❑ Possessing, distributing, or selling illicit drugs, as may be prohibited by law, at IWEA Functions, unless such drugs are permitted to be possessed in the locale of the IWEA Function.
- ❑ Violating any statute, governmental regulation, or disciplinary action by any licensing or other authority, relating to, or arising out of, the member's work.
- ❑ Engaging in fraud, money laundering, misappropriation of IWEA funds or other similar issues.

- ❑ Failing to comply with antitrust regulations in connection with IWEA activities.
- ❑ Engaging in unauthorized use of tangible or intellectual property.
- ❑ Intentionally or recklessly defacing public or private property at IWEA Functions.
- ❑ Violating national, regional, or local regulations regarding the purchase, possession, or consumption of alcoholic beverages, including the furnishing of alcoholic beverages to minors, at IWEA Functions.
- ❑ Possessing, distributing, or selling illicit drugs, as may be prohibited by law, at IWEA Functions, unless such drugs are permitted to be possessed in the locale of the IWEA Function.
- ❑ Violating any statute, governmental regulation, or disciplinary action by any licensing or other authority, relating to, or arising out of, the member's work.
- ❑ Engaging in fraud, money laundering, misappropriation of IWEA funds or other similar issues.
- ❑ Failing to comply with antitrust regulations in connection with IWEA activities.
- ❑ Engaging in unauthorized use of tangible or intellectual property.
- ❑ Intentionally or recklessly defacing public or private property at IWEA Functions.

Complaints

IWEA is committed to taking all reasonable steps to prohibit misconduct by any IWEA member and will make every reasonable effort to promptly and completely address such misconduct. However, IWEA cannot take prompt and effective remedial action unless each IWEA member assumes responsibility of reporting any incident of misconduct to the Board and/or the EC or any member

thereof. Any IWEA member who believes they have witnessed and/or been the subject or recipient of misconduct in violation of this Code should report such misconduct immediately to the Board and/or the EC or any member thereof. Similarly, any IWEA staff, IWEA contractors, or non-member participants of IWEA who believe they have witnessed and/or been the subject or recipient of misconduct in violation of this Code likewise should report such misconduct immediately to the Board and/or the EC or any member thereof. IWEA may also bring a complaint against an IWEA member based on publicly available information such as court documents, newspaper articles or social media posts which were verified by independent sources. Instances of misconduct that require immediate attention during IWEA Functions should be brought promptly to the attention of a member of the Board, or the most senior IWEA staff member or IWEA representative attending IWEA Functions. Anonymous complaints are not acceptable.

A thorough and impartial investigation of any complaints and/or allegations will be conducted in a quick and discreet manner. IWEA will make all reasonable efforts to maintain confidentiality of the complainant, the accused, and any witnesses in an effort to protect against unnecessary disclosure. When the investigation is completed, the complainant and the accused will be informed of the outcome of the investigation. If IWEA finds that this Code has been violated, IWEA will take appropriate corrective and remedial action, up to and including expulsion from or revocation of IWEA membership.

Receipt and Acknowledgment of IWEA Code of Conduct

To qualify for IWEA membership initially and/or to continue IWEA membership upon renewal, individuals must accept the following agreement as a condition of such initial or continued IWEA membership, as the case may be:

By signing/accepting this document, I acknowledge that I have received a copy of the Indiana Water Environment Association ("IWEA") Member Code of Conduct ("Code"). I understand that I am to become familiar with its contents as it outlines the expectations of membership, including specifically the expectation that members are to demonstrate their commitment to IWEA's core values by conducting themselves in a manner consistent with certain standards of personal and professional conduct as outlined in the Code.

As an IWEA member, I agree to abide by the Code. I understand that participation in IWEA is a privilege and is not a right and that IWEA may take appropriate corrective and remedial action, up to and including expulsion from or revocation of IWEA membership, in the event I violate this Code. I agree that my participation in IWEA will be at my sole and exclusive risk, and I (and anyone claiming on my behalf) agree to hold harmless IWEA, its board of directors, its executive committee, and its staff from any and all damages, claims, loss, and /or liability from my participation and/or involvement in any program, activity or IWEA Functions.

I understand that this Code cannot anticipate each and every circumstance or scenario in relation to one's conduct. I also acknowledge that IWEA reserves the right to unilaterally add, amend, modify or cancel any or all provisions of this Code at any time and

with or without reason, in IWEA's sole and absolute discretion. I also acknowledge that this Code governs the conduct of IWEA members and that IWEA will enforce said Code in its sole and absolute discretion. Accordingly, I acknowledge that nothing contained herein creates any contract, implied or express. Further, I acknowledge that this Code does not establish a specific legal duty on the part of IWEA which would otherwise give rise to an individual cause of action, nor does any act or omission on the part of IWEA create a presumption for or serve as evidence of a breach of any such legal duty has been breached, nor does it form the basis for any governmental enforcement proceedings.

I understand that I should speak with the IWEA board of directors, the executive committee, or staff if I have any questions with respect to this Code.

The Code, updated January 1, 2024, supersedes any previous Code of Conduct published by IWEA.