

Policy Title	Code of Conduct for Members, Staff and Guests
Policy Origin Date	06/01/2018
Most Recent Review Date	06/21/2023
Date of Next Review	07/01/2026
Authority	Governance Committee

Purpose

To establish personal conduct and behavior expectations for MMA members, staff, and guests.

Description

The MMA is committed to providing a safe, welcoming, and professional environment for all. We expect all who engage with the organization to abide by the following standards of behavior and conduct:

1. Act in a professional manner while participating in MMA activities and be mindful of the personal space of others.
2. Maintain a professional tone in all written and verbal interactions.
3. Respect the privacy of others.
4. Protect and maintain the confidentiality of personal information and data.
5. Do not engage in harassing behavior of any kind, including sexual harassment, whether in person, via virtual/electronic communication, or otherwise.
6. Do not discriminate against any person, including discrimination based on race, ethnicity, ancestry, national origin, political beliefs, religion, familial status, physical or mental ability, age, gender identity and/or expression, sexual orientation, or any other category protected by local, state, or federal law.
7. Do not engage in bullying, intimidating, or threatening behavior.
8. Avoid injuring others, their property, data, reputation, or employment by false or malicious action.
9. Do not engage in or participate in the spreading of rumors.
10. Do not cause verbal or physical abuse whether in person, virtually/electronically, or otherwise.
11. Do not retaliate against any individual who reports an act of misconduct or a potential violation of this Code of Conduct.

Code Visibility

The code will reside permanently on the MMA website, staff intranet, and will be published on an annual basis in *Minnesota Medicine and News Now*.