



MEHA members have long been champions of collaboration and commitment to public health. By continuing to promote a culture of respect, responsibility, fairness and honesty, we aim to maintain an environment and member experience that engenders trust, confidence and performance excellence. We believe we have greater potential for impact when we create a diverse community committed to exploring different perspectives, sharing ideas and collectively solving problems. As a result, MEHA has adopted, and is committed to implementing, the following code of conduct. Members are responsible for holding themselves and one another to these standards.

All members should adhere to the following Code of Conduct when conducting MEHA business or attending MEHA-sponsored events whether in person, online or in written and/or verbal communication:

- Conduct oneself in a professional manner in all circumstances.
- Aim for consensus and compassion in all interactions.
- Be transparent and honest in conducting business and make commitments and promises in good faith.
- Encourage equitable access to leadership, development and engagement opportunities, as well as meetings and events. Promote shared decision making, information and resources.
- Enable and encourage all to bring forth ideas regardless of education level or professional experience. Respect diversity and foster inclusion.
- Inform oneself of norms and customs of others and avoid engaging in behavior that may be considered disrespectful or intimidating.
- Listen to other points of view and seek to understand them.
- Avoid interruptions and allow people to be heard.
- Engage people respectfully in discussion. If you disagree with someone or something being said/stated; stay focused on the topic and not personal feelings.
- Respect others' time by adhering to deadlines, being on time to meetings and events, staying present and providing information in a timely manner.
- Harassment is unacceptable and will not be tolerated.
- Racist, sexist, homophobic, transphobic, ageist, ableist or any other kind of discriminatory statements or actions are unacceptable and will not be tolerated.

MEHA is deeply committed to equality and inclusion of all members regardless of race, national origin, religion, sex, age, disability, sexual orientation, gender identity, or political affiliation. Any MEHA member may submit any concerns, issues or complaints regarding violations of the MEHA Code of Conduct ("Concerns") confidentially to the Executive Board through either of the following channels:

- Electronically filing a report with the MEHA Executive Board by submitting the report to MEHA's Administrative email: admin@maeha.org.
- By regular mail addressed to MEHA Executive Board, care of Rachel Diffendal at: 57 Micajah Ave, Plymouth, MA, 02360
- If the Concern involves the conduct of a member of the Executive Board, then the reporting member may confidentially submit the Concerns directly to the MEHA President at: executive@maeha.org.
- The report, letter or email ("Communication") should contain as much detail as possible to allow for proper assessment. The Communication should be candid and include all relevant information regarding the Concerns.
- The Executive Board will confidentially interview the complainant, the respondent and any relevant witnesses and take any necessary corrective actions.
 - Both parties will be notified of their appeal rights (if applicable).
- Repeated or egregious conduct violations may result in termination of membership.