



AMWA Member Code of Conduct

The Association of Metropolitan Water Agencies (“AMWA”) is dedicated to fostering a professional, safe, and inclusive environment for all members. We expect members to uphold AMWA’s commitment to creating a positive environment for everyone associated with the organization.

The AMWA Member Code of Conduct serves as a guiding framework for members, outlining standards of behavior and interaction essential to maintaining the integrity of our community. This Code applies to all interactions and communications involving AMWA members, staff, contractors, and other participants in AMWA-related activities, collectively referred to as “AMWA Participants.”

All conduct and communication related to AMWA activities, including events such as conferences, committee meetings, board gatherings, and other in person or virtual events are expected to adhere to this Code. Additionally, specific functions may have their own codes of conduct, which Members must also follow.

This Code is enforceable by AMWA and does not establish legal obligations or grounds for governmental intervention. It outlines principles of conduct, including common courtesy, professionalism, support for diversity and inclusion, and a prohibition against discrimination or harassment.

Interactions between AMWA Member Associations (MAs) are also governed by this Code, with additional guidelines determined by each MA. Complaints regarding member misconduct within AMWA Functions fall under AMWA's jurisdiction.

In cases where multiple codes of conduct apply, the AMWA Member Code takes precedence. Members are expected to adhere to the Code’s principles and understand that participation in AMWA is a privilege, subject to disciplinary action for violations.

Expectations

Members are expected to demonstrate commitment to AMWA’s values by:

- Conducting themselves with courtesy, civility, and professionalism.
- Supporting diversity, equity, and inclusion.
- Refraining from discriminatory or harassing behavior.



Types of Misconduct

AMWA categorizes Misconduct as Personal, Professional, or Legal, and may include actions such as:

- Threats, harassment, or discrimination against others.
- Endangering safety or engaging in disruptive behavior.
- Violating laws or regulations, or misusing AMWA resources.
- Failing to comply with AMWA policies or codes of conduct.
- Behavior that creates an intimidating, hostile, or offensive working environment.

Examples of conduct prohibited by this Code include, but are not limited to, engaging in unwelcome sexual flirtations, advances, or propositions; touching a coworker inappropriately; displaying sexually suggestive objects or pictures in the workplace; engaging in derogatory stereotypes about members of a particular gender; telling obscene jokes or making sexually suggestive gestures or comments; discussing sexual activities; making sexually derogatory remarks or graphic verbal comments about an individual's clothing or body; accessing pornographic Internet sites while in the workplace; referring to employees as "honey," "baby," etc.; ogling; and offering job advantages in return for sexual favors.

Addressing Complaints

Any AMWA Participant or Member Association may file a complaint against a Member for alleged misconduct. AMWA may also initiate complaints based on verified information. Complaints must be submitted in writing using the designated form. Please contact our third party, human resources contact for a copy of this form.

Members found to have engaged in misconduct are subject to disciplinary action outlined in AMWA's Member Discipline Policy.

Agreement

Acceptance of the AMWA Member Code of Conduct is a condition of membership, renewals included. Members acknowledge that participation in AMWA is a privilege, subject to disciplinary action for violations. They also agree to hold harmless AMWA, its Board, and staff from any liabilities arising from their participation in AMWA activities.