



## **NEMA Code of Conduct and Ethics**

Approved by the NEMA Board of Governors  
July 15, 2021

## NEMA Code of Conduct and Ethics

NEMA is a Member-focused association committed to the development of industry-leading Standards, effective government advocacy, and decision-quality business intelligence. NEMA offers a platform for its Members to engage with each other to develop consensus documents and positions that strengthen the industry. To facilitate effective discussion, NEMA Members, Member representatives, staff, and other NEMA meeting participants are required to respect each other, act in a civil manner, and abide by the following principles.

### General Principles

1. The chair of any NEMA meeting is responsible for running the meeting in a business-like manner, including enforcement of NEMA Code of Conduct and Ethics
2. Participants will follow the [Guidelines for Conducting NEMA Meetings](#), all applicable laws, and NEMA policies
3. Respect all participants and NEMA staff
  - a. No discrimination or harassment of any kind
  - b. Refrain from disruptive behavior (e.g., cell phones, side conversations)
4. Confine remarks to the merits of the pending matter
  - a. Debate points of fact or views, not personalities (i.e., participants may argue the nature or likely consequences of any proposed measure(s) in strong terms, but may not impugn the character of those holding different positions)
  - b. Under no circumstances shall participants verbally attack (e.g., accusatory statements not supported by facts) or assign a motive to another Member, Member representative, or staff person
  - c. Terms used about a meeting participant such as “fraud,” “liar,” “lie,” and synonyms must never be used in debate
5. Act honestly and in good faith
6. Disclose real or perceived conflicts of interest
7. Respect copyrights, copyright law, and other intellectual property
8. Refrain from conduct injurious to the Association
  - a. Do not speak ill of NEMA Members, Member representatives, NEMA, or NEMA staff inside or outside of NEMA meetings, including online communications
9. Participants may not record (i.e., audio, video) NEMA meetings; NEMA staff may occasionally record portions of meetings with the consent of meeting participants
10. NEMA Members have a right to attend meetings of NEMA groups in which they participate, but non-Members may only be authorized to join NEMA meetings upon the affirmative vote of the group

### Remedial Action

Should an issue occur, the chair should attempt to rectify on the spot. Should immediate remedial action fail, NEMA management has directed staff to terminate the meeting (i.e., staff will physically/virtually depart the meeting thereby ending the gathering as an authorized NEMA meeting) and report the occurrence to the President & CEO. For egregious behavior, the President & CEO will bring the matter to the Executive Committee of the Board for such action they may take, including expelling a particular Member representative from NEMA meetings.

### Reporting Violations

Allegations of harassment and violations of the NEMA Code of Conduct and Ethics should be confidentially reported to NEMA General Counsel Peter Tolsdorf at [peter.tolsdorf@nema.org](mailto:peter.tolsdorf@nema.org) or 703-841-3288.