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**Illinois Pharmacists Association
House of Delegates**

Friday – September 23, 2022

NEW BUSINESS

(To be submitted and introduced by Delegates only)

Deadline for Submission of New Business: Thursday, September 22, 2022

Introduced by: Jennifer Rosselli

Date: 09/15/2022

Organization (if applicable): Board of Directors

Subject: Code of Conduct

Motion:

IPhA shall adopt a Code of Conduct. When necessary, the Board of Director shall review and determine if further action by the House of Delegates is warranted.

Background:

Code of Conduct Policy adapted from American Public Health Association Code of Conduct (2020) and American Society of Association Executive Ethics Toolkit (2019)

**Illinois Pharmacists Association
Code of Conduct**

Core Values

- **Respect:** Demonstrate a high regard for one's self, others and entrusted resources.
- **Responsibility:** Take ownership for the decisions one makes or fails to make.
- **Fairness:** Make decisions and act impartially and objectively. Conduct must be free from competing self-interest, prejudice, and favoritism.
- **Honesty:** Understand the truth and act in a truthful manner both in one's communications and in one's conduct.

Illinois Pharmacists Association (IPhA) members, staff, and stakeholders have long been champions of collaboration and commitment to advancement of pharmacy and patient care. 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, IPhA 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 when conducting IPhA business or attending IPhA 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.
- 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.

IPhA is committed to equality and inclusion of all members regardless of race, national origin, religion, sex, age, disability, sexual orientation, gender identity, political affiliation, physical appearance, body size, or immigration status. Members are encouraged to report conduct issues to the Executive Director. Conduct which involves harassment and/or retaliation may result in ineligibility to serve in IPhA leadership positions, participate in committees, and apply for awards or recognitions. Repeated conduct violations may result in termination of membership of any individual who acts in a manner as to reflect discredit upon the Illinois Pharmacists Association.

Additional Policy Guidance: Code of Ethics for Pharmacists

Code of Conduct Policy adapted from American Public Health Association Code of Conduct (2020) and American Society of Association Executive Ethics Toolkit (2019)

Email to: jamier@ipha.org or ben.calcaterra@gmail.com OR Fax completed form to IPhA at (217) 522-7349