



American Water Works Association Pacific Northwest Section

Code of Conduct

As adopted by the Section Board on February 4, 2025

The Pacific Northwest Section (PNWS) of the American Water Works Association (AWWA) is one of 43 Sections in AWWA, an international, nonprofit, scientific, and educational association dedicated to a better world through better water. AWWA offers education to water professionals, advocates for safe and sustainable water, collects and shares knowledge, and creates volunteering opportunities within the states of Idaho, Oregon, and Washington.

The PNWS Mission is as follows:

- ***Advance a diverse and inclusive network of professionals to provide opportunities and leadership to the water industry in the Pacific Northwest***

To accomplish this mission, PNWS is committed to the fair and equitable treatment of all its members, employees, and others with whom PNWS maintains professional relationships. Therefore, in the conduct of all PNWS business, including any affiliated networking events, all members and employees are obligated to conduct themselves professionally and ethically, and to treat each other with dignity and respect.

All members, guests, contractors, and staff attending any PNWS business, training, or networking activity agree to comply with all rules and conditions set forth in the Code of Conduct. Registration for, attendance at, or participation in any PNWS activity indicates your agreement to abide by the Code of Conduct policy and its terms. To preserve a climate of education, training, and engagement, the PNWS reserves the right to suspend or terminate participation for anyone who violates the Code of Conduct.

1. Expected Behavior

When engaged in PNWS activities – which includes participation in activities such as but not limited to trainings, meetings, and networking events – all members, elected and appointed leadership, employees, and participants are expected to:

- A. Abide by PNWS bylaws, rules of procedure, and any formal policies and procedures;
- B. Maintain a professional level of courtesy, respect, and objectivity towards others;
- C. Respect the diversity of opinion expressed or acted upon by others;
- D. Promote collaboration, cooperation, and partnership among PNWS members, employees, and others;
- E. Promote a welcoming and friendly environment for all members and others with whom they interact; and
- F. Promote an environment of inclusiveness and commitment to diversity in performing PNWS activities.

2. Unacceptable Behavior

- A. Threats, disparaging remarks, intimidation towards others, acts of violence or any other types of harassment;
- B. Inappropriate or unprofessional communication including discriminatory jokes and language, including but not limited to sexually explicit, violent, or otherwise sensitive materials in presentations;
- C. Posting or threatening to post, without permission, other peoples' personal information online, including on social media sites;
- D. Insults, including but not limited to those using racist, sexist, homophobic, or xenophobic terms;
- E. Unwelcome solicitation of emotional or physical intimacy including but not limited to sexual advances, propositions, sexual flirtations, sexually related or unwanted touching, and graphic gestures or comments about sex or another person's dress, body, or sexual activities; and
- F. Advocating for, encouraging, or dismissing the severity of any of the above behaviors.

Consequences of Unacceptable Behavior

At PNWS's discretion, unacceptable behavior may result in removal from, or denial of access to, meeting facilities or activities without refund of any applicable registration fees or costs. In addition, PNWS reserves the right to report violations to an individual's employer, institution, or to a law-enforcement agency. Those engaging in unacceptable behavior may also be banned from future PNWS activities or face additional sanctions, consistent with AWWA policies and practices.