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| Title: Code of Ethics Policy | Number: |
| Cross Reference: | |
| Approved by: San Antonio ENA Board of Directors | Origination Date: 10/12/2023 |
| Revised by: | Approval Date: 1/31/2024 |
| | Revision Date: |
| Reviewed by: Bylaws and Policy Committee | Reviewed Date: 3/11/2025 |

I. PURPOSE:

Our professional code of ethics policy aims to give our members guidelines on our business ethics and stance on various controversial matters. Although trusting you to use your better judgment, the San Antonio ENA (SAENA) wants to provide you with a concrete guide towards expectations and manner of acting (e.g. in cases of conflict of interest). A violation of our business code of ethics, as outlined in this policy, will be addressed and enforced by the San Antonio ENA Board of Directors.

II. BACKGROUND/DEFINITIONS:

Code of ethics is a set of ethical principles that are accepted by all members of a profession.

A profession’s ethical code is a collective statement about the group’s expectations and standards of behavior.

III. PROTOCOL/PROCEDURE:

Code of Ethics:

- a. Respect and Professionalism
- b. Honesty and Integrity
- c. Declared Conflicts of Interests
- d. Lawfulness
- e. Accountability
- f. Teamwork and Collaboration

Code of Conduct and Professional Ethics:

It is the individual responsibility of each member to conduct themselves in a professional manner and remain in good standing as defined by Robert’s Rules of Order. ¹

- a. Affirm and respect the human dignity and individual worth of each person. We should be respectful of our colleagues and peers. Also, the act of not discriminating against anyone because of race, ethnicity, religious/spiritual tradition, sexual orientation, gender identity, gender expression, age, or disability. Any kind of discriminatory behavior, harassment, or victimization will not be tolerated. We expect the members to avoid any personal, financial, or other interests that might hinder their capability or willingness to carry out the mission and vision.
- b. Each member must practice with honesty and integrity as an expectation of the profession and organization of the SAENA.

- c. Conflicts of interests or possible perceived conflicts of interests should be disclosed.
- d. As a professional and member of SAENA, one must act and execute actions that are honorable and compliant with the law, regulations, or other applicable rules. You are obliged to follow all bylaws and policies which apply to this organization.
- e. Members are expected to be accountable for their work and efforts to advance excellence in emergency nursing. In order to expand the profession, it is encouraged that members take ownership and accountability to seek out opportunities for learning and development.
- f. Be generous with your expertise and knowledge and be open to life-long learning and evolving as a professional. In collaboration with healthcare partners worldwide, members are encouraged to explore innovative solutions to challenges of emergency care delivery.

Attire:

A conservative, business casual attire is expected when conducting business as or representing the organization.

¹ *“In good standing”* is defined by Robert’s Rules of Order as “members in good standing are those whose rights as members of the assembly are not under suspension as a consequence of disciplinary proceedings or by operation of some specific provision in the bylaws.”