



## STANDARDS OF PROFESSIONALISM

### Introduction

The National Asian Pacific American Bar Association (“NAPABA” or “Association”) is committed to being a welcoming, safe, supportive, and empowering organization that embraces its mission, reflects its values, and fosters a cohesive community among its members. Deeply committed to its mission of promoting justice, equity and opportunity for Asian Pacific Americans, the Association recognizes and fully embraces the notion that high standards of personal and professional behavior—imbued with the principles of good character, honesty, integrity, mutual respect, and professional courtesy—promote a healthy spirit of community conducive to shared trust, mutual appreciation, and the collective well-being of its members and the organization as a whole. It is further understood and valued that, within and throughout the Association, each person is to be respected regardless of that individual’s race, ethnicity, age, gender, sexual orientation, gender identity, physical appearance, disability, religious beliefs, political affiliation, and/or other group identity.

In adopting these Standards of Professionalism (“Standards”), the Association also acknowledges that behavior by a member contravening these Standards may serve to undermine and bring unwarranted discredit to NAPABA and its members, and should therefore not be tolerated.

### Expectations

NAPABA expects each of its members to adhere to the following guiding principles:

- Always act in a professional manner, being respectful, civil, and considerate of others;
- Ensure NAPABA endures as a welcoming, inclusive, supportive, and empowering organization; and
- Hold oneself and other members accountable to these Standards.

NAPABA is committed to fostering a robust member community premised on the principles of self-respect and shared regard and genuine appreciation for fellow members. Therefore, NAPABA **prohibits**:

- Illegal, unethical, or dishonorable behavior in all NAPABA matters;
- Harassment, discrimination, ridicule, or bullying in any form at any time against any members;
- Any activity or conduct that may jeopardize, undermine or compromise the safety, health, or well-being of oneself or others, or the good standing or reputation of the Association; and
- Retaliation against anyone who seeks advice from, raises a concern with, or makes a good-faith complaint of any nature against NAPABA or any individual associated with NAPABA.

NAPABA expects its members to abide by the letter and spirit of these Standards and all relevant NAPABA governing documents and policies, as well as comply with all applicable federal, state, and local laws, and regulations.

Anyone who witnesses or comes into credible knowledge that another member has violated these Standards should notify a member of NAPABA’s Board of Governors (“Board”) or the Executive Director, who shall promptly report the matter to the Executive Committee of the Board. Reporting a violation of the Standards may be done anonymously.

### Possible Consequences of Violating Standards

Violation of these Standards may result in immediate dismissal from a NAPABA event and/or the suspension or termination of membership in accordance with the NAPABA bylaws.

**Acknowledged by**

Name \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_