

CODE OF CONDUCT

As adopted by the Section Board on August 25, 2025

The Wisconsin Section of the American Water Works Association (WIAWWA) is one of 43 Sections in AWWA, an international, nonprofit, scientific, and educational association dedicated to a better world through better water.

The mission of WIAWWA is to ensure safe, reliable, and environmentally responsible drinking water by providing education, timely information, and networking opportunities for our membership and the Wisconsin drinking water community at large. To accomplish this mission, WIAWWA is committed to the fair and equitable treatment of all its members, employees, and others with whom we maintain professional relationships. Therefore, in the conduct of all WIAWWA 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 WIAWWA 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 WIAWWA 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 WIAWWA reserves the right to suspend or terminate participation for anyone who violates the Code of Conduct.

1. Expected Behavior

When engaged in WIAWWA 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 WIAWWA 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 WIAWWA 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 WIAWWA 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 WIAWWA'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, WIAWWA 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 WIAWWA activities or face additional sanctions, consistent with AWWA policies and practices.



WISCONSIN SECTION

American Water Works Association