



San Joaquin Society for Human Resource Management

Membership Code of Ethics and Conduct

Effective Date: 4/1/1996

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The successful business operation and reputation of the San Joaquin Society for Human Resource Management (SJSHRM) is built upon the principles of fair dealing and ethical conduct of our directors, volunteers and members. Our reputation for integrity and excellence requires careful observance of the spirit and letter of all applicable laws and regulations, as well as a scrupulous regard for the highest standards of conduct and personal integrity. The Association's Membership Code of Ethics and Conduct applies to all SJSHRM members.

The continued success of SJSHRM is dependent upon our members' trust and reputation in the territory we serve. The organization is dedicated to preserving that trust. Executive Officers, Directors, and volunteers owe a duty to SJSHRM, and SHRM to act in a way that will merit the continued trust and confidence of the public.

The San Joaquin Society for Human Resource Management will comply with all applicable laws and regulations and expects its executives, directors, volunteers and members to conduct themselves and business in accordance with the letter, spirit, and intent of all relevant laws and to refrain from any illegal, dishonest, or unethical conduct. In addition, SJSHRM expects all of its executives, directors, volunteers and members to act in accordance with the highest standards of personal and professional integrity in all aspects of their activities.

In general, the use of good judgment, based on high ethical principles, will guide members with respect to lines of acceptable conduct. If a situation arises where it is difficult to determine the proper course of action, the matter should be discussed openly with the Chapter President.

Compliance with code is the responsibility of every SJSHRM member. Disregarding or failing to comply with this standard of business ethics and conduct could lead to action, up to and including removal from Chapter Membership. Violations of this Code of Ethics may also constitute violations of law and may result in civil and criminal penalties for the member.

