**National Society of Professional Engineers and Its Divisions\*\***

**Code of Conduct**

Ethical standards for the engineering team are paramount. As members of this profession, all stakeholders are expected to exhibit the highest standards of honesty and integrity. As stated in the NSPE Code of Ethics, engineers must perform within a standard of professional behavior that requires adherence to the highest principles of ethical conduct.

Engineers, in the fulfillment of their professional duties, will:

- Hold paramount the safety, health, and welfare of the public.
- Perform services only in areas of their competence.
- Issue public statements only in an objective and truthful manner.
- Act for each employer or client as faithful agents or trustees.
- Avoid deceptive acts.
- Conduct themselves honorably, responsibly, ethically, and lawfully to enhance the profession's honor, reputation, and usefulness.

Joining NSPE as a member signifies a commitment to uphold its ethical standards and support their development and implementation. NSPE offers various events and activities promoting professional growth, learning, certification, and exchange of ideas while ensuring a welcoming and inclusive environment free from harassment and discrimination of any kind. With all NSPE activities, NSPE is committed to:

- Upholding the highest standards of professional integrity, dignity, fairness, justice, respect, and equity for everyone, regardless of identity.
- Ensuring a safe, affirming, and inclusive space for all participants, staff, volunteers, and stakeholders. This includes fostering respectful interactions and prohibiting all forms of harassment and discrimination, including but not limited to:
  - Demeaning, derogatory, or discriminatory language
  - Offensive or harmful comments
  - Deliberate intimidation, stalking, following, or harassment including the use of photography or audio/video recording
  - Disruption of talks, testing or events
  - Inappropriate physical contact
  - Unwelcome attention
- Ensuring that all participants treat each other with respect, dignity, and consideration to create a welcoming, inclusive, and safe professional community where harassment and discrimination is NEVER tolerated.
- Ensuring that all participants treat each other with courtesy and respect, fostering a welcoming environment for everyone.

Respectful communication is expected at all times including but not limited to, communication via email, phone, social media, and online platforms associated with NSPE and its division's activities.

This Code of Conduct supplements the NSPE Code of Ethics and NICET Code of Ethics by outlining specific expectations for professional behavior at NSPE events and activities. Adherence to the highest principles of ethical conduct remains of the greatest importance for all participants.

**Reporting Procedure**

Any individual who is the subject of harassment or other unacceptable behavior, or any individual who has witnessed such an incident, should immediately notify the NSPE Executive Director & CEO or another NSPE staff member, or a member of the NSPE Board of Directors. Notification may be done by contacting one of these individuals in person at the program or activity or by emailing the concern to executive@nspe.org

**Sanctions**

Individuals engaging in unacceptable behavior prohibited by this policy may be subject to sanctions at the discretion of the investigating group, based on the severity and nature of the behavior. Such sanctions may include but are not limited to:

- Verbal and/or written warnings.
- Ejection from the event or activity without refund.
- Prohibition from future attendance at NSPE and its divisions, activities, and/or events.
- Removal from NSPE and its divisions, leadership positions and/or committee membership, if applicable.
- Termination of NSPE membership.

The NSPE Board of Directors reserves the right to pursue additional measures it deems appropriate.

** The Code of Conduct applies to the NSPE organization including all its divisions including NICET. Additional policies may apply for divisions.