

snow & ice management association

Snow & Ice Management Association (the “Association”) is committed to the highest standards of professionalism and ethical conduct in its operations and activities. The Association expects its members to conduct their business according to the highest ethical standards of conduct and to comply with all applicable laws. Therefore, the Association has established the following Code of Ethics (the “Code of Ethics”) and requires its observance as a prerequisite for continued membership and affiliation with the Association. This Code of Ethics provides broad guidelines for many situations, because it cannot cover every possible situation members may face in the course of business. In these cases, member’s actions should be guided by the fundamental values of integrity and honesty.

RESPONSIBILITY TO THE COMMUNITY

- Comply with all applicable federal, state, provincial and local laws, regulations, and ordinances.
- Exercise reasonable care and competence when performing services.
- Treat every individual with dignity and respect.
- Conduct one’s self in a professional manner at all times.
- Consider the health, safety, and welfare of the public at all times when performing services or representing the Association.
- Provide truthful and accurate representations to the public in advertising, public statements or representations, and in the preparation of estimates concerning costs and services.
- Properly use professional credentials, and provide truthful and accurate representations concerning education, experience, competency and the performance of services.

FAIR DEALING

- Deal honestly, ethically and fairly with all customers, employees, sub-contractors, vendors, suppliers, competitors and other third-parties.
- Shall not take unfair advantage of others through manipulation, concealment, abuse of privileged and/or confidential information, misrepresentation of material facts or any other unfair business practice.
- Shall not engage in collusive bidding, price fixing, price discrimination, or other unfair trade practices in violation of federal or state antitrust laws.
- Shall not, by affirmative act or failure to act, engage in any conduct involving fraud, deceit, misrepresentation or dishonesty in professional or business activity.

RESPONSIBILITY TO THE ASSOCIATION

- Maintain standards of professional and personal conduct that will reflect in a responsible manner on the profession.
- Use any Association information and resources appropriately.
- Shall not disseminate misinformation or derogatory information concerning the Association, member or industry information.

CONFLICTS OF INTEREST

- Avoid situations in which their personal interests may conflict, or appear to conflict, with the interests of the Association.

- Disclose to clients or employers significant circumstances that could be construed as conflict of interest or an appearance of impropriety.
- Assure that a conflict of interest does not compromise the legitimate interests of a client, employer, employee or the public and does not interfere with professional judgments.
- Refrain from offering or accepting significant payments, gifts, or other forms of compensation or benefits in order to secure work or that are intended to influence professional judgment.

INTELLECTUAL PROPERTY/CONFIDENTIALITY

- Recognize and respect the intellectual property rights of others.
- Maintain appropriate confidentiality of proprietary or otherwise sensitive information encountered in the course of professional activities.

RESPONSIBILITY TO EMPLOYEES

- Treat employees with respect, fairness and good faith and provide conditions of employment that safeguard employee’s rights and welfare.

ACKNOWLEDGMENT OF THIS CODE OF ETHICS

I, _____, have received and read a copy of this Code of Ethics, understand all of its terms and agree to be bound by the provisions contained therein.

Printed Name / Company

Signature

Date