

TEXAS ENERGY MANAGERS ASSOCIATION

CODE OF ETHICS POLICY

Purpose

As professionals, operators, and board members of Texas Energy Managers Association (“Organization”), we are responsible for adding value and contributing to the ethical success of the organization. We accept professional responsibility for our individual decisions and actions. We are also advocates for the Organization by engaging in activities that enhance its credibility and value. Organizational operators and board members are expected to exhibit individual leadership, as a role model for maintaining the highest standards of ethical conduct.

Intent and Guidelines

It is the policy of the Organization that its operators and board members uphold the highest standards of ethical and professional behavior. To that end, these persons shall dedicate themselves to carrying out the mission of this organization and shall:

- Hold paramount the safety, health, and welfare of the public in the performance of professional duties.
- Act in such a manner as to uphold and enhance personal and professional honor, integrity, and the dignity of the profession.
- Treat with respect and consideration all persons, regardless of race, religion, gender, sexual orientation, maternity, marital or family status, disability, age, or national origin.
- Engage in carrying out the Organization’s mission in a professional manner.
- Collaborate with and support other professionals in carrying out the Organization’s mission, as directed.
- Build professional reputations on the merit of services and refrain from competing unfairly with others.
- Recognize that the chief function of the Organization at all times is to serve the best interests of its members.
- Accept as a personal duty the responsibility to keep up to date on emerging issues and to conduct themselves with professional competence, fairness, impartiality, efficiency, and effectiveness.
- Respect the structure and responsibilities of the board, provide them with facts and advice as a basis for their making policy decisions, and uphold and implement policies adopted by the board.
- Keep members appropriately informed on organizational matters.
- Conduct organizational and operational duties with positive leadership, exemplified by open communication, creativity, dedication, and compassion.
- Serve with respect, concern, courtesy, and responsiveness in carrying out the organization’s mission.
- Demonstrate the highest standards of personal integrity, truthfulness, honesty, and fortitude in all activities in order to inspire confidence and trust in such activities.

- Avoid any interest or activity that is in conflict with the conduct of their official duties.
- Question pending individual and group actions when necessary to ensure that decisions are ethical and are implemented in an ethical manner.
- Seek expert guidance if ever in doubt about the ethical propriety of a situation.
- Respect and protect privileged information to which they have access in the course of their official duties.
- Strive for personal and professional excellence and encourage the professional development of others through teaching and mentoring.

Acknowledgment of Receipt

I hereby acknowledge that I have received a copy of the code of ethics policy of Texas Energy Managers Association, have read and understood it, and agree to comply with its terms.

Signature

Date

Printed Name