

State Employees Association of North Carolina (SEANC) Code of Ethics

Introduction

The State Employees Association of North Carolina (SEANC) is committed to maintaining the highest standards of ethics and integrity. This Code of Ethics outlines the fundamental principles and values that guide our organization, its members, and its stakeholders. Our commitment to these principles is integral to fulfilling our mission and promoting a culture of trust and accountability.

I. Integrity and Honesty

1. Honesty and Transparency: We are committed to conducting our affairs with honesty, truthfulness, and transparency. We will not engage in deceptive or fraudulent practices.

2. Conflict of Interest: We will avoid conflicts of interest and the appearance of conflicts of interest that may compromise the integrity of our actions or decisions. When such conflicts arise, we will disclose them and act in the best interests of SEANC.

Members of the Board of Governors and SEANC employees are prohibited from engaging in business transactions with companies with which SEANC has contracted for services. The prohibition only applies if the Board member or employee would financially benefit from the business transaction.

II. Respect and Inclusivity

3. Respect for All: We treat all individuals with respect and dignity, regardless of their background, identity, or beliefs. Discrimination and harassment will not be tolerated.

4. Inclusivity: We are committed to creating an inclusive environment that welcomes diverse perspectives, backgrounds, and experiences.

III. Accountability

5. Accountability to Members: We are accountable to our members, and we will act in their best interests, diligently carrying out our responsibilities to them.

6. Stewardship of Resources: We will manage the resources entrusted to us responsibly and prudently, and we will use them for the benefit of SEANC and its mission.

IV. Confidentiality and Privacy

8. Confidentiality: We will maintain the confidentiality of sensitive information and respect individuals' privacy rights.

V. Compliance with Laws and Regulations

9. Compliance: We will adhere to all applicable laws and regulations, including SEANC's Bylaws and governing documents.

10. Lobbying and Political Activity: We will strictly adhere to State and federal registration, reporting, and compliance requirements.

VI. Ethical Decision-Making

11. Ethical Decision Making: We will make decisions that are ethically sound, considering the impact on members, stakeholders, and the public.

VII. Reporting Violations

12. Reporting Violations: If you become aware of a violation of this Code of Ethics, you have a duty to report it to the SEANC Ethics Officer.

Conclusion

This Code of Ethics reflects our unwavering commitment to ethical behavior, values, and principles. It guides our actions, decisions, and relationships within SEANC and the broader community. We are dedicated to upholding these standards and fostering a culture of integrity.