

# Code of Conduct 2023



Oregon Public  
Health Association

*Working Together to Make Health Happen*



OPHA members have long been champions of collaboration and commitment to public health. By continuing to promote a culture of respect, responsibility, fairness and honesty, we aim to maintain an environment and member experience that engenders trust, confidence and performance excellence. We believe we have greater potential for impact when we create a diverse community committed to exploring different perspectives, sharing ideas and collectively solving problems. As a result, OPHA has adopted, and is committed to implementing, the following code of conduct. Members are responsible for holding themselves and one another to these standards.

**All members should adhere to the following when conducting OPHA business or attending OPHA-sponsored events whether in person, online or in written and/or verbal communication:**

- Conduct oneself in a professional manner in all circumstances.
- Aim for consensus and compassion in all interactions.
- Be transparent and honest in conducting business, and make commitments and promises in good faith.
- Encourage equitable access to leadership, development and engagement opportunities, as well as meetings and events. Promote shared decision making, information and resources.
- Enable and encourage all to bring forth ideas regardless of education level or professional experience. Respect diversity and foster inclusion.
- Inform oneself of norms and customs of others and avoid engaging in behavior that may be considered disrespectful.
- Listen to other points of view and seek to understand them.
- Avoid interruptions and allow people to be heard.
- Engage people respectfully in discussion. If you disagree with someone or something being said/stated; stay focused on the topic and not personal feelings.
- Respect others' time by adhering to deadlines, being on time to meetings and events, staying present and providing information in a timely manner.
- Harassment is unacceptable and will not be tolerated.
- Racist, sexist, homophobic, transphobic, ageist, ableist or any other kind of discriminatory statements or actions are unacceptable and will not be tolerated.

**OPHA is deeply committed to equality and inclusion of all members regardless of race, national origin, religion, sex, age, disability, sexual orientation, gender identity, political affiliation, physical appearance, body size, or immigration status. Members are encouraged to report conduct issues to the Executive Committee by contacting Jessica Nischik-Long, OPHA Executive Director, at [jnischik.opha@gmail.com](mailto:jnischik.opha@gmail.com). The OPHA Bylaws will be updated to reference this Code of Conduct. Repeated conduct violations may result in termination of membership of any individual who "acts in a manner as to reflect discredit upon OPHA."**

Adapted from American Public Health Association (APHA) Code of Conduct 2020  
 Last revised February 8, 2023  
 Adopted by the OPHA Board of Directors February 17, 2023