



## **CVMA Code of Ethics and Code of Conduct**

The CVMA code of ethics addresses core principles, integrity, fairness, trust, impartiality, and accountability. The CVMA code of conduct applies to specific, prohibited actions and translating ethical principles into specific, enforceable rules and expected behaviors in practical situations

### **CVMA Code of Ethics**

The CVMA code of ethics is a set of rules, principles, and values that outline expected standards of behavior for members of a profession or organization. It provides a framework for making ethical decisions and serves as a moral guide for professional and employee conduct, helping to ensure that individuals act with honesty, integrity, and fairness. Promoting ethical behavior builds a strong reputation for the organization.

CVMA's code of ethics follow the core principles below:

- **Integrity** – Be honest, fair, and trustworthy in all actions.
- **Accountability** – Take responsibility for decisions and outcomes.
- **Respect** – Treat others with dignity and professionalism.
- **Confidentiality** – Protect sensitive information and privacy.
- **Fairness** – Ensure impartiality, equal opportunity, and just treatment. Do not place personal interest before that which is best for the organization.

These principles help guide ethical behavior, support decision-making, and establish a consistent culture across an organization. CVMA also adheres to the **AVMA Principles of Veterinary Medical Ethics (PVME)**.

### **CVMA Code of Conduct**

CVMA is committed to providing a safe, productive, and welcoming environment for all. The CVMA has zero tolerance for any form of discrimination or harassment, including but not limited to sexual harassment. All, including, but not limited to, members, speakers, volunteers, exhibitors, CVMA staff members, service providers, are expected to abide by this CVMA Code of Conduct

*Unacceptable behavior is defined as the following:*

- Harassment, intimidation, or discrimination in any form.
- Wielding authority when unauthorized to do so. This includes disrespect of established Association hierarchies and limits of power.

- Verbal or physical abuse. Examples of verbal abuse include, but are not limited to, unwelcome or inappropriate verbal comments related to gender, sex, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, threatening or stalking, bullying, yelling and aggressive behavior that affects the image of the organization and an event negatively.
- Breaching confidentiality. Respecting the privacy of members, staff, volunteers, and of the Association itself, is a basic value of CVMA. Personal and financial information is confidential and should not be disclosed or discussed with anyone without permission or authorization from the Executive Director and/or President of the Association. Care shall also be taken to ensure that unauthorized individuals are not privy to any discussion of confidential information and that documents containing confidential information are not shared.

Employees, volunteers and board members of CVMA may be exposed to information which is confidential and/or privileged and proprietary in nature. The policy of CVMA is that such information must be kept confidential both during and after employment or volunteer service.

#### **Discipline for violating the Codes of Ethics and Conduct**

CVMA reserves the right in its sole discretion to take any action deemed necessary and appropriate, including immediate removal from the organization or a position, in response to any incident of unacceptable behavior. CVMA reserves the right, in its sole discretion, to prohibit attendance at any meetings, held virtually or in person, for anyone who violates this Code of Conduct or the Terms. No refunds for membership or events will be given to those who are removed from the organization or organization events.