



Policy: 1.0	Type: Staff
Title: Standards of Conduct	
Responsible: Human Resources	
Approved By: Chief Executive Officer	
Effective Date: 11/15/2011	Amendment Date: 05/09/2018

NRECA is a member-owned, not-for-profit organization which serves its membership in valuable ways. Together, NRECA's members accomplish through NRECA a mission which they could not undertake alone. As such, NRECA employees are accountable to the organization's members and to one another for:

- Resourcefulness and the wise use of all resources to productively work on NRECA's behalf, including monetary, time, technology, and reputational resources
- Promoting a safe, secure, healthy and inclusive workplace
- The highest standards of ethical conduct, integrity, honesty and diligence
- Respectful behavior, collegiality, civility and fairness
- The obligation to ask questions, provide feedback, give and accept constructive criticism, as well as to voice dissent and offer alternative views in a spirit of collaboration
- Compliance with NRECA policies, all applicable local, state and federal laws and regulations, and contracts and agreements
- Trustworthiness and the responsibility to take action if an employee observes that these standards of conduct are violated, suspects or discovers NRECA resources are being misused, or perceives negligence, fraud or conflicts of interest.

Full understanding and diligent practice of these principles are the responsibility of every NRECA employee. Managers at NRECA are additionally expected to assist, support and promote these principles in their areas of responsibility and across the entire organization.

Every NRECA employee is relied upon by our colleagues and the members we serve to use good judgment in all situations. Thank you for upholding these Standards of Conduct as an NRECA employee both in and outside of our workplace.

Violation of NRECA Standards of Conduct, or any NRECA policies, are subject to corrective action up to and including termination