



Pan African American Chamber of Commerce

Code of Ethics and Professional Conduct

Purpose - As members, affiliates, staff and leadership of the Pan African American Chamber of Commerce ("Chamber"), we are committed to doing what is right and honorable, individually and collectively, conducting our affairs among ourselves and others in an ethical manner above reproach. We set high standards for ourselves that we aspire to meet in all aspects of our lives - at work, home and in service to our profession.

This Code of Ethics and Professional Conduct describes the expectations we share as members of this association, articulates the ideals toward which we navigate and describes mandatory behavior that has been established for our members. This Code is the basis of confidence for anyone dealing with our members, who through affiliation agrees to adhere to these high ethical values espoused by the Chamber.

RESPONSIBILITY – it is our duty to take ownership for the decisions we make, actions we take and the consequences that result.

- We uphold the ethics that govern our work, professional and volunteer activities.
- We bring attention to ethical lapses among our members that are substantiated by facts to our leadership.
- We pursue disciplinary action against any who retaliate against a person raising ethical concerns.

RESPECT – it is our duty to show high regard for ourselves, others and resources entrusted to us, including people, influence, finances, reputation, other's safety, and nature. A respectful environment engenders trust, confidence and performance excellence by fostering mutual cooperation where diverse viewpoints are encouraged and valued.

- We negotiate in good faith and do not act in an abusive manner toward others.
- We do not exercise the power to influence decisions or actions of others for personal benefit at their expense.
- We respect the property rights of others.

FAIRNESS - it is our duty to make decisions with transparency, acting impartially and objectively. Our conduct must be free from competing self-interests, prejudice and favoritism.

- We constantly re-examine our impartiality and objectivity, taking corrective action when needed.
- We provide equal access to information and opportunity to all those qualified for it.
- We will fully disclose any real or potential conflicts of interest to the appropriate stakeholders.
- We refrain from decision participation when we have a real or potential conflict of interest.
- We do not take business actions based on personal considerations, including favoritism, nepotism or bribery.
- We do not discriminate against others based on gender, race, age, religion, disability, nationality or sexual orientation.
- We apply all rules of our association without favoritism or prejudice.

HONESTY - we do not engage in or condone behavior designed to deceive others, such as making misleading or false statements, stating half-truths or information out of context or withholding information.

- We earnestly seek to understand the truth and are truthful in our communications and in our conduct.
- We provide accurate information in a timely manner.
- We make commitments and promises, implied or explicit in good faith.
- We strive to create an environment in which others feel safe to tell the truth.
- We do not engage in dishonest behavior with the intention of personal gain or at the expense of others.