



THE BLOC

THE BLOC CODE OF CONDUCT

CODE OF ETHICAL CONDUCT

THE BLOC's Code of Ethical Conduct serves as a guide for members and contains standards of ethical behavior with colleagues, communities, and society.

Competence

THE BLOC members will continually strive to improve personal competence and quality of services delivered.

- A. Members will be diligent in fulfilling professional responsibilities of rendering services carefully, promptly, and thoroughly.
- B. Members will exercise care in planning and adequately supervising any activities for which they are responsible.
- C. Members will not use techniques or offer services outside his/her competencies.
- D. Members will commit themselves to ongoing learning and professional improvement through training, etc.

Integrity

To maintain and broaden public confidence, THE BLOC members will perform all professional responsibilities with the highest sense of integrity. Integrity can accommodate the inadvertent error and the honest difference of opinion, but cannot accommodate deceit or subordination of principle.

- A. Service and public trust will always take precedence over personal gain and advantage. Members will present all information fairly and accurately. Members will document and assign credit to all contributing sources used in published materials or public statements.
- B. Members will not misrepresent professional qualifications or affiliations.

Professional Relationships

Above all, members will not harm service recipients. Practices will be respectful of both service recipients and other providers, protecting the recipient from harm and the provider from censure.

- A. Members will not exploit relationships with service recipients or colleagues.

Confidentiality

Members will safeguard all confidential information from disclosure. Such disclosure includes, but is not limited to, verbal disclosure, unsecured maintenance of records, and recording of an activity or presentation without appropriate permission.

Non-Discrimination

Members will not discriminate against service recipients or colleagues based on race, religion, national origin, sex, age, sexual orientation, economic, or physical or mental disability, and illness. Members will continually broaden their understanding and acceptance of cultural and



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individual differences and in doing so render services and provide information sensitive to those differences.

Advocacy

Members will support public policies and legislative issues that affect public health.

Ethical Obligations and Conflict Resolution for Community and Society

When members are aware of unethical conduct or practice on the part of an agency or another provider, they will report the conduct in writing to THE BLOC's Governing Board Chief Executive Officer (CEO).

When managed properly, the conflict has the potential to deepen an understanding of an issue and lead to constructive change. Conversely, if not managed well, conflict can be destructive. THE BLOC is dedicated to addressing the improvement of community members' lives through public policy, legislation, education, prevention, cessation, advocacy, and enforcement. In this capacity, THE BLOC has a major public trust to uphold. Therefore, the conflict must be dealt with proactively. Otherwise, the capacity to uphold public trust can be compromised. For these reasons, the following conflict resolution policy is adopted:

- Conflict is defined as an impasse in which a quorum of network members perceives the inability to resolve a difference.
- When a conflict has been determined, the following options are available for resolution:
 1. A clear statement of all different positions will be articulated. The pros and cons of each position will be developed (Force-Field Analysis). If, after this is accomplished and all members agree, a vote can be taken. If a vote is not deemed appropriate, and if the analysis of pros and cons does not lead to a consensus, the process moves to the next level.
 2. An internal mediator/facilitator will utilize strategies for constructively dealing with the conflict. If the conflict is still not resolved, or if the conflict scenario is of such a nature that there is little support for internal mediation, the next step in the process will be invoked.
 3. The network will ask an external mediator/negotiator to assist in resolving the conflict.
 4. The external mediator/negotiator will bring recommendations forward to the Governing Board.
- Removal of any member of the network will require a majority vote of the Membership present. Such removal will require 30 days written notification to all sustaining members.

I have read and understood this Code of Ethical Conduct and will adhere to and honor this code in my role as a member of THE BLOC.

Signature

Date



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Addendum 2

THE BLOC MEETING CODE OF CONDUCT

For optimum progress and success during all meetings and all correspondences, including e-mail discussions, members agree to the following common-sense guidelines and rules of civility and goodwill:

1. Meetings will begin on time. Members are strongly encouraged to arrive on time and stay until the end.
2. Come prepared for the meeting. Read your material ahead of time.
3. Keep an open mind.
4. Constructive criticism focuses on issues, not people.
5. Be courteous, allowing all members to participate in discussions.
6. Ask questions if clarification is needed.
7. Keep confidential information confidential.

Signature

Date