



ACNA MEMBER CODE OF CONDUCT AGREEMENT

The American Cannabis Nursing Association (ACNA) expects its members to meet the highest ethical and professional standards in their actions, in their use of authority, and in their dealings with others. By joining as a member of ACNA, you agree to abide by these standards in support of the organization.

The ACNA has zero-tolerance for any type of discrimination and all forms of harassment. Our zero-tolerance policy means that no form of discriminatory or harassing conduct by or toward any Association member, exhibitor, presenter, attendee, vendor or staff member will be tolerated. The Association is committed to assuring compliance with its policy at all levels within the Association. For further information on the Zero-Tolerance Policy, see the ACNA's Harassment Policy.

As an ACNA Member, you should aspire to:

- Represent the best interests of the members and the organization over and above personal and professional interests.
- Be honest in conducting business on behalf of the organization and act fairly.
- Act in a professional manner during organizational meetings, respecting opposing views, maintaining decorum, and abiding by the rulings of the Chair.
- Take responsibility for one's conduct.
- Treat all membership, staff, and guests with dignity, courtesy, and respect, while listening to their points of view.
- Communicate clearly while using patience with fellow members, staff, and guests. Give recognition to others who contribute to the success of the organization and its activities.
- Not speak on behalf of the association unless designated by the Chair or the Board of Directors as a whole.
- Agree that the ACNA trademark logo, materials, property, and programs developed for the organization are the proprietary property of the organization and are not to be used in situations external to the organization without prior approval from the Board of Directors.
- To exercise mindfulness in posting to social media platforms (e.g., Facebook, Twitter, Instagram). Members will exercise foresight regarding the possible



ramifications of their postings relative to ACNA.

- Protect the interests of the association as determined by its mission and its Governing Body.

Unacceptable Conduct

What is prohibited?

Harassment toward others while conducting or engaging in ACNA business or participating in ACNA activities will not be tolerated.

Verbally or physically abusive behavior toward others while conducting or engaging in ACNA business or participating in ACNA activities will not be tolerated. Examples of such behavior include, but are not limited to:

- Bullying
- Intimidating, harassing, abusive, derogatory, or demeaning speech or actions
- Directing profanity toward others
- Behavior that has the effect of humiliating others
- Mobbing (i.e., group bullying an individual)
- Property damage
- Deliberate intimidation or stalking
- Sustained disruption of talks or other events
- Physical assault
- Real or implied threat of physical harm
- Other unprofessional or inappropriate behavior as deemed by the moderator, Chair, or Board of Directors