



**WHEREAS**, the Northwest Ohio Water Environment Association (NWOWEA) is a section of the Ohio Water Environment Association (OWEA) which is a 501(c)(3) Organization and a Member Association (MA) of the Water Environment Federation (WEF); and

**WHEREAS**, NWOWEA relies upon a strong, motivated, passionate, honest and ethical Executive Committee (EC) and Committee Chairs to lead and manage the organization; and

**WHEREAS**, it is recognized that EC members and Committee Chairs may come from a variety of backgrounds, professional settings, have different aptitudes and gifts to offer NWOWEA; and

**WHEREAS**, the well being and professional advancement of NWOWEA must be based on a unified and cohesive leadership that can get along, work well together for the common good of the organization.

**THEREFORE**, NWOWEA has adopted the following policy and procedure:

### **POLICY AND PROCEDURE**

- I. EC members and Committee Chairs shall treat each other with mutual respect and courtesy in matters pertaining to NWOWEA business, and professional and personal life and view each other as fellow workers joined in unity for the common purpose of advancing the mission statement to the best of his/her abilities.
- II. Each EC member and Committee Chair shall recognize each other as unique individuals with different strengths and weaknesses, and shall refrain from making negative remarks about each other. EC members and Committee Chairs are encouraged to offer support and encouragement to their fellow members
- III. EC members and Committee Chairs shall refrain from making slanderous or libelous remarks against any person or organization.
- IV. EC members and Committee Chairs shall be current and active members of NWOWEA.
- V. Arguments or disagreements shall be kept as private as much as is possible. In spite of disagreements that may arise, each person shall try to maintain a cordial and professional relationship.
- VI. EC members and Committee Chairs shall conduct themselves in a professional and ethical manner, and above be truthful and honest in all dealings, both public and private.
- VII. EC members and Committee Chairs shall endeavor to perform their duties as officers to the best of their ability and dedicate the necessary time and effort to contribute in a substantive and positive manner towards the advancement of NWOWEA and OWEA.