



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

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

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

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

THEREFORE, OWEA has adopted the following policy and procedure:

POLICY AND PROCEDURE

- I. EC members shall treat each other with mutual respect and courtesy in matters pertaining to OWEA 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 shall recognize each other as unique individuals with different strengths and weaknesses, and shall refrain from making negative remarks about each other. EC members are encouraged to offer support and encouragement to their fellow members
- III. EC members shall refrain from making slanderous or libelous remarks against any person or organization.
- IV. EC members shall be current and active members of WEF.
- 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 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 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 OWEA and WEF.