

## Kitsap Executive Association Code of Ethics

As members of the Kitsap Executive Association, we are committed to upholding the highest standards of professionalism, integrity, and ethical conduct in all our interactions and endeavors. The following principles serve as the foundation of our code of ethics:

1. **Integrity:** We conduct ourselves with honesty, transparency, and sincerity in all our business dealings, adhering to the highest moral and ethical standards.
2. **Professionalism:** We strive to maintain a professional demeanor at all times, treating fellow members, clients, and associates with respect, courtesy, and fairness.
3. **Confidentiality:** We respect the confidentiality of sensitive information shared within the group and uphold the trust placed in us by fellow members and clients.
4. **Conflict of Interest:** We avoid situations where our personal interests may conflict with the interests of the group or its members, and we disclose any potential conflicts of interest transparently.
5. **Commitment to Excellence:** We are dedicated to providing exceptional products and services to our clients, continuously seeking to improve our skills, knowledge, and expertise.
6. **Mutual Support and Collaboration:** We foster an environment of mutual support and collaboration among members, promoting the success and growth of each individual and the group as a whole.
7. **Compliance with Laws and Regulations:** We comply with all applicable laws, regulations, and industry standards governing our respective professions, ensuring legal and ethical conduct in all business activities.
8. **Fair Competition:** We compete fairly and ethically in the marketplace, refraining from engaging in deceptive, anti-competitive, or unfair business practices.

9. **Accountability:** We take responsibility for our actions and decisions, acknowledging and rectifying any mistakes or errors promptly and ethically.
  
10. **Promotion of the Group's Values:** We actively promote the values and objectives of the Kitsap Executive Association, acting as ambassadors for the group within our professional networks and communities.
  
11. **Excellence and Diversity in Membership Selection:** We are dedicated to recruiting the best professionals to fill business categories within the Kitsap Executive Association. Our selection process prioritizes excellence, seeking individuals who demonstrate exceptional expertise, integrity, and professionalism in their respective fields. Additionally, we are committed to fostering diversity within our membership, actively seeking representation from individuals of varied backgrounds, experiences, and perspectives. By assembling a diverse group of top-tier professionals, we enrich our collective knowledge, strengthen collaboration, and enhance our ability to serve clients and communities effectively.
  
12. **Charitable Contributions and Personal Events:** The Kitsap Executive Association does not make direct contributions to outside charities as an organization. However, members are permitted to promote upcoming personal events or charitable initiatives within the group, provided such promotions align with the group's values and do not conflict with existing commitments or events organized by the association. Members are encouraged to support charitable causes individually, outside the scope of the association, in alignment with their personal values and philanthropic endeavors.
  
13. **Adherence to Secularism and Neutrality in Matters of Religion:** In adherence to our commitment to secularism and the principle of neutrality in matters of religion, members are expected to respect the religious practices and beliefs of others within the organization. While maintaining a secular environment that upholds the separation of religious and organizational affairs, members are encouraged to demonstrate understanding and tolerance towards diverse religious perspectives, fostering an atmosphere of inclusivity and mutual respect.
  
14. **Apolitical Membership:** Members of the Kitsap Executive Association must maintain an apolitical stance while participating in the association. This entails abstaining from political discussions or expressing views that could compromise the organization's neutrality, integrity, or offend fellow members or their guests.

By adhering to these principles and standards, we demonstrate our commitment to ethical conduct, professionalism, and excellence in all aspects of our professional lives as members of the Kitsap Executive Association.