

<b>Policy Title</b>	Code of Conduct for Members, Staff and Guests
<b>Policy Origin Date</b>	06/01/2018
<b>Most Recent Review Date</b>	12/17/2020
<b>Date of Next Review</b>	01/01/2023

**MMA Code of Conduct**

**Purpose**

To establish behavior expectations for MMA members, staff, and MMA guests.

The Code is as follows:

1. Act in a professional manner while participating in MMA activities and be mindful of the personal space of others.
2. Maintain a professional tone in all written and verbal interactions.
3. Respect the privacy of others.
4. Protect and maintain the confidentiality of personal information and data.
5. Do not engage in bullying or harassing behavior of any kind, including sexual harassment, whether in person, via virtual/electronic communication or otherwise.
6. Do not discriminate against any person because of characteristics protected by law (e.g., age, ancestry, color, disability or handicap, national origin, race, religion, gender, sexual or affectional orientation, gender identity, gender expression, appearance, matriculation, political affiliation, marital status, veteran status).
7. Do not engage in intimidating or threatening behavior.
8. Avoid injuring others, their property, data, reputation, or employment by false or malicious action.
9. Do not engage in or participate in the spreading of rumors.
10. Do not cause verbal or physical abuse whether in person, virtually/electronically, or otherwise.
11. Do not retaliate against any individual who reports an act of misconduct or a potential violation of this Code of Conduct.
12. Do not retaliate against any person who makes the MMA aware of the violation of any laws, rules, or regulations in connection with MMA activities.

**Code Visibility**

The code will reside permanently on the MMA website, staff intranet, and on an annual basis it will be published in *Minnesota Medicine and MMA News Now*.