



## CODE OF ETHICS

As a member and representative of the Greater Phoenix Chapter of the Employee Services Management Association (ESM), I acknowledge responsibility to conduct myself in a professional manner consistent with the following principles:

- To support the goals and objectives of ESM, to reflect the highest standards as an advocate of the Employee Services field.
- To serve all members of ESM impartially and to provide no special privilege to any individual member, except with the knowledge and consent of the National office.
- To recognize my responsibility as a representative of ESM in the use of its name, symbols or accreditation.
- To cooperate with all other organizations and individuals engaged in activities designed to enhance the development of the Employee Services field.
- To express professional and moral conduct to fellow members, associates, exhibitors and the public in order to provide a sense of confidence about the conduct and intentions of ESM.
- To accept my obligations to foster the programs that recognize the individual rights, privileges, contributions and opportunities without regard to race, religion, creed, national origin, sex, age or non-relevant physical/mental disabilities.
- To grant prompt and courteous reception so far as conditions will permit to all who call on legitimate business mission relative to ESM (i.e., members, exhibitors).
- To exercise and insist on sound business and moral principles in the conduct of the affairs of ESM members and the Chapter.
- To subscribe to and work for honesty and truth and denounce all forms and manifestations of conflict of interest when making transactions on behalf of ESM.

The Board and entire membership appreciate your active participation during the year and look forward to your on-going support in the largest ESM Chapter in the Nation... Phoenix!!

ESM Association of Greater Phoenix  
Board of Directors

REV: 3/7/08