



Code of Ethics and Professional Conduct

Phi Lambda Sigma requires members of the Board of Directors, Regional Liaisons, and contractors to observe the highest standards of business and personal ethics in the conduct of their duties and responsibilities. As an organization, we abide by the following principles and values:

- **Diversity and Inclusivity**

We are dedicated to creating an inclusive environment that values individuals of all backgrounds and identities, including but not limited to sexual orientation, gender identity, race, ethnicity, culture, national origin, socioeconomic status, education, age, body size, family status, political beliefs, religion, and abilities. We believe diverse perspectives drive innovation and problem-solving. Embracing different viewpoints fosters growth, and we focus on constructive resolution and continuous improvement rather than assigning blame for mistakes.

- **Consideration**

We all depend on each other to produce the best work we can as a Society. Your decisions will affect members and colleagues, and you should take those consequences into account when making decisions.

- **Zero-Tolerance for Harassment**

We acknowledge that differing opinions and disagreements are natural in collaboration and can strengthen our efforts when handled respectfully. We are committed to resolving conflicts constructively and maintaining a supportive environment. Harassment and exclusionary behavior, including violence threats, discriminatory language, explicit content, personal insults, unwelcome sexual attention, or encouraging such actions, have no place in our community.

- **Open-Door Policy**

The Society maintains an open-door policy and suggests that members and contractors share their questions, concerns, suggestions, or complaints with someone who can address them properly. For complaints or suspected ethics violations, consultation of the Society's Whistleblower Policy is recommended.