National Association of State Controlled Substances Authorities

# NASCSA Code of Conduct

NASCSA is a not-for-profit association that aims to provide a forum for the discussion and exchange of information and ideas; to develop, implement and monitor ongoing strategies; and to curtail the abuse, misuse and diversion of controlled substances. Further, NASCSA advocates for continued enhancement, funding and utilization of programs to limit the inappropriate use and diversion of controlled substances. Furthermore, NASCSA seeks to provide the expertise and a unified voice of its membership in collaborating and educating: 1) local, state and federal law enforcement, regulatory authorities, public policy makers; 2) authorized prescribers, dispensers and distributors; and 3) the community at large for the sole purpose of improving the public health in the appropriate use of controlled substances. NASCSA ensures its members have access to webinars, virtual committee meetings, and in-person, multiday conferences to achieve its purpose. NASCSA members contribute their individual talents, mutual respect, and professionalism. To this end, NASCSA seeks to ensure that all participants feel safe, welcome, respected, and engaged.

By participating in a conference, committee, webinar, or other collaborative setting whether in-person or virtually, you agree to:

1. participate in an ethical and transparent manner;
2. respect the professional and personal views of fellow participants;
3. participate in full compliance with your employer's policies governing workplace behavior and applicable laws;
4. actively ensure all views and opinions are considered equally; and
5. actively ensure all participants feel welcomed, safe, and respected.

NASCSA will not tolerate harassment in any form, including but not limited to, harassment based on gender, gender identity, sexual orientation, disability, race, age, religion, cultural beliefs, or any other personal status. Harassment includes, but is not limited to, the use of abusive, offensive, or degrading language, unwelcome physical contact, physical or social media harassment or intimidation, and stalking.

Participants who experience any harassing behavior or other behavior that violates this code of conduct may inform any office holding member of NASCSA who will, at their discretion, take appropriate action. Individuals that violate this code of conduct policy will be asked to cease behavior immediately. Other forms of action include, but is not limited to: notifying employers or other relevant authorities, expulsion from a conference or event without refund, and exclusion from future participation. Questions and recommendations about this Code of Conduct may be raised with the Executive Committee in writing.