

Ethics -Professionalism

Professionalism

The American Academy of Pediatrics (AAP) has identified eight key components of professionalism: honesty/integrity, **reliability/responsibility, respect for others**, compassion/empathy, self-improvement, self-awareness/knowledge of limits, communication/collaboration, and altruism/advocacy.

Association Bylaws Article XVI

Code of Ethics & Conduct

- Found in Addendums A & B
- All Members Should:
 - Maintain a respectful attitude toward all veterans, the public, employees, WDVA, and other public officials, colleagues and associates.
- Code of Conduct
 - Always maintain a high professional standard of conduct.
 - Avoid any activity which will bring discredit upon you and/or others members and/or the association.
 - Respect the rights of every member in all deliberations of the association or its subordinate components.

Respect for others (and this Association)

- Polite, respectful debate about contentious issues is not just about avoiding harmful consequences. It can (and should) go deeper – right back to recognition of the intrinsic dignity of others.
- That is ultimately the reason why we should listen to their opinion. It is why we should attack the arguments and not the person. It is why we should refrain from insulting, [bullying](#), silencing or oppressing others even if we fundamentally disagree with them.
- Of course, civilized and principled disagreement can help avoid matters getting out of hand when tempers fray. But safer, better forms of deliberation are collateral benefit of acting on the principle of respect for persons – and acknowledging their intrinsic dignity – even when we are opposing them

What are rude behaviors in meetings?

- Interrupting the person speaking
- Not listening, acting bored or lack of engagement
- Being disrespectful to the speaker
- Two people talking privately among themselves while someone else is speaking
- People are just plain hostile to each other
- Arguing over whose point is right
- Over talking each other
- Sarcastic mean comments to the speaker or each other
- Being very judgmental to each other
- One-upping each other
- Participants taking everything that is said very personally due to the hostile interaction
- Embarrassing the host or leader with malicious remarks

SIGNS OF DISRESPECT

- THEY DON'T LISTEN
- When you begin to talk they give you body signals (looking at phone or watch) to indicate that what you are saying is not important and that they have better things to do.
- THEY INTERRUPT
- When you are talking they give you only a few words of space and then start talking over you. What they have to say is way more valuable and important than what you have to say.
- THEY TALK AT YOU RATHER THAN WITH YOU
- They don't approach conversations with an open demeanor and they talk down to you and don't wait for your reply. It is a one sided conversation.
- THEY DON'T INCLUDE YOU IN IMPORTANT DECISIONS
- They make decisions without asking you to weigh in. They don't deem your input as valuable.
- THEY ARE ALWAYS LATE
- They don't honor their commitments to you for meetings or other arranged times. They are just fine making you wait for them and likely won't apologize for being late.
- THEY TALK BEHIND YOUR BACK
- They enlist others and make up stories and 'gossip' about you. They make false judgments on you and decide that they are right about these judgments.
- THEY DON'T HONOUR AGREEMENTS
- If they've even been able to listen long enough to agree to terms, they will quickly forget them and not honor them.
- THEY WILL LIE TO YOU AND IGNORE YOUR BOUNDARIES
- They will make up excuses and otherwise not operate in integrity with you. They will ignore [boundaries you make](#), and you will feel afraid to make any boundaries to protect yourself around them.
- THEY WILL LAUGH
- Or dismiss your concerns when you bring them up.
- THEY WILL ACT AS THOUGH YOU ARE DAMAGED

Reliability/Responsibility

- **Reliable** (*adjective*)
 - Suitable or relied on; worthy of dependence or reliance; trustworthy
 - **Reliability** consists of the extent to which an individual or other entity may be counted on to **do** what is expected of him.
- **Responsible** (*adjective*)
 - be responsible for your actions
 - To have control and authority over something or someone and the duty of taking care of it, him, or her

This Association relies on you to act responsibly.

During the past several conferences instances of lack of respect and responsibility have been noticed and we need to be better.

Both in the formal meetings/training and after hours.

Many of us like to kick up our heels and let down our guard.

Unfortunately sometimes that can go to far. We are human and any one of us can slip up. When that happens we look to our peers to get us back on track. Your intervention can save our Association's and that individual's reputation (or more).

Our partners – VSOs, WDVA, and VA

- This came to our association's leaderships attention last week. One of us went to a State Legislator with an issue of some sort instead of trying to let our leadership attempt to work with WDVA's leadership to resolve it.
- Would you want a person going directly to your County Board or Exec straight away for something someone in your office did or would you want them to come to you first to resolve the issue?
 - An individuals right to go to their elected official is always there.
 - However we should give our relationship with WDVA to work first not blind side our partners with a end sweep.
 - Our Associations policy and promise to WDVA and the Governors office has always been we will not blindside them. This was true even when we were not on good terms with the WDVA Secretary.
 - Remember legislators just like Generals (Admirals) **NEVER CALL JUST TO SAY HI!**