

NACPM STATE CHAPTER LEADERSHIP GUIDELINES OF ETHICAL CONDUCT

Introduction

The mission of the National Association of Certified Professional Midwives (NACPM) is to contribute to a transformed maternity care system in the U.S. and increased access for all women to high-quality care and normal, physiologic birth options. NACPM State Chapter leaders accomplish this mission through moral and ethical standards that uphold the dignity of ourselves, members and other individuals, the organization, and the profession of midwifery.

Nonmaleficence and beneficence are guiding forces in our ethical framework, for we wish to serve the common good and avoid harm in our work, both within our organization and in larger systems. Justice is a central principle to the work of the Board of Directors, who collectively and individually strive for the fair distribution of benefits, risks and costs, especially as related to serving childbearing women. Fidelity and caring are essential to the cogency of our organization, and must be attended to in every aspect of our work.

Therefore, all NACPM State Chapter Directors, Officers and staff (the “NACPM State Chapter Leaders”) have a moral obligation to abide by this code of ethics in our daily practice as a reflection of the values inherent in our work.

Ethical Conduct

Accountability in an organization is defined as the quality of being responsible and denotes a moral obligation and duty to reflect the trust placed in it by the NACPM State Chapter members.

- 1. NACPM State Chapter leaders are expected to act in accordance with the following principles in all aspects of professional relationships:**
 - Leaders respect basic human rights and dignity of all persons, treating them fairly and with integrity and empathy
 - Leaders act without discrimination based on factors such as age, gender, race, ethnicity, religion, lifestyle, sexual orientation, socioeconomic status, or disability
 - Leaders respect their own self worth, dignity and professional integrity
 - Leaders promote and support the development of each other and of future leaders of the NACPM

- Leaders promote, develop, and maintain standards of leadership practice, research and policies that foster high ideals of honesty, integrity, and fiduciary responsibility
- Leaders solicit input from its membership regarding the scope of the mission, and respond professionally and respectfully

2. NACPM State Chapter leaders shall not use their position or influence within the organization for personal gain:

- Leaders respect and protect privileged information to which they have access in the course of their duties. They do not use confidential information for personal advantage, financial enrichment, third-party gain, or to the detriment of the NACPM
- Leaders avoid any activity or interest that is in conflict with that of the NACPM
- Leaders make full disclosure of all actual and potential conflicts of interest
- Leaders do not solicit or accept gifts, gratuities, free trips, or honoraria when acting as a NACPM representative, except as permitted by Board policy.

Corporate Responsibilities

The governing body of any organization has specific fiduciary responsibilities and is required to adhere to specific ethical guidelines in relation to the management of the organization.

- Leaders comply with applicable federal, state and local laws, regulations and fiduciary responsibilities in all NACPM State Chapter activities
- Leaders adhere to the bylaws of the organization
- Leaders provide accuracy and transparency in operational, fundraising and membership activities
- Leaders exercise sound financial management
- Leaders develop and promote fair, equitable and nondiscriminatory human resources and volunteer practices
- Leaders periodically review and when necessary revise NACPM State Chapter policy and governing documents to reflect the organization's core values