

STATEMENT OF ETHICS

Greater Monadnock Society for Human Resource Management adopts SHRM's Code of Ethical and Professional Standards for members of Greater Monadnock Society for Human Resource Management in order to promote and maintain the highest standards among its members. Each member shall honor, respect and support the purpose of the Chapter and SHRM.

Greater Monadnock Society for Human Resource Management shall not be represented as advocating or endorsing any issue unless approved by the Board of Directors. No member shall actively solicit business from any other member at Greater Monadnock Society for Human Resource Management meetings or through the use of information provided to him/her as a member of Greater Monadnock Society for Human Resource Management without the approval of the Board of Directors.

Based on SHRM's Code of Ethical and Professional Standards for members, the Chapter maintains a policy regarding non-solicitation of its members.

- Members are not to be openly solicited for business during meetings, except as allowed for organizations who pay to sponsor meetings.
- This means that:
 - Members are not to introduce themselves for the purpose of selling their products or services during Greater Monadnock Society for Human Resource Management meetings.
 - Members are not to leave promotional materials on meeting tables or openly distribute such during Greater Monadnock Society for Human Resource Management meetings.
 - It is permissible for a Member to discuss his/her services or provide additional information to a prospective client member upon specific invitation/inquiry during Greater Monadnock Society for Human Resource Management meetings. Without express inquiry initiated by a Member, solicitation is strictly prohibited during meetings.
 - It is understandable that Members may selectively contact other Members at their businesses during which time they may discuss their products or services. However, even on these occasions, they are to exercise good business judgment and avoid harassment.
 - The Membership directory is not to be used as a solicitation tool. This means no Member shall undertake a mass mailing, phone, or electronic mail campaign using the directory to sell his/her products or services.
- This policy applies to visitors and guests of Greater Monadnock Society for Human Resource Management as well as to members. Members are requested to advise their guests of this policy prior to attending a meeting.
- Strict adherence to these guidelines will provide a comfortable, professional, pleasant and intimidation-free environment for our Members.