



WASHINGTON STATE PEST MANAGEMENT ASSOCIATION

9024 Wyatt Ct SE | Tumwater, WA 98501

www.WSPMA.com | smalone@wspma.com

CODE OF CONDUCT

Member Interactions at Industry Events

WSPMA industry events provide valuable opportunities for professional development, networking, and building a strong community. The following principles guide members' behavior at these events to ensure a positive and respectful environment for all:

Professionalism and Courtesy

- Members shall treat fellow attendees, speakers, and event staff with respect and professionalism at all times.
- Members shall use respectful language and avoid making discriminatory or harassing remarks.
- Members will maintain appropriate conduct and avoid excessive consumption of alcohol and other substances.
- All attendees, speakers, vendors, and event staff should be able to enjoy an environment free from discrimination based on race, ethnicity, gender, age, or sexual orientation.
- Harassment is unacceptable and will not be tolerated. Harassment includes the creation of an intimidating, hostile, or offensive work environment through unwelcome sexual conversations, advances, jokes, or suggestive objects or pictures.
- Any complaint of discrimination or harassment will be immediately investigated, and appropriate action will be taken.

Fair Competition and Respect for Colleagues

- Members shall engage in fair and respectful competition.
- Members will avoid disparaging competitors or making false or misleading claims about their services or products.
- Members should acknowledge the expertise and accomplishments of fellow professionals.

Collaboration and Knowledge Sharing

- Industry events offer opportunities to learn from one another. Members should be open to sharing knowledge and best practices in a constructive and collaborative manner.



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- Members should respect intellectual property rights and avoid disclosing sensitive or proprietary information about other companies.
- Any non-public information acquired during WSPMA events should be kept confidential.

Inclusivity and Diversity

- Members shall foster a welcoming environment for all attendees, regardless of background, experience level, or company affiliation.
- Members should be mindful of potential biases and promote opportunities for inclusion of diverse perspectives within the industry.

Upholding Professionalism

The WSPMA views industry events as extensions of the professional workplace. Members are expected to uphold the highest standards of conduct and represent the association and industry positively. Violations of this code may be subject to review and potential disciplinary action by the WSPMA.

By adhering to these guidelines, WSPMA members create a welcoming and productive environment at industry events, fostering professional growth, collaboration, and the advancement of the pest management industry in Washington State.