

Preamble

The central thread that binds NIRSA members together is a belief that recreation is a powerful platform for igniting and fueling individual and community wellbeing.

Our shared tradition as NIRSA members is largely one of professing this tenet at institutions of higher learning. The influence of our membership has grown over the decades. In equal measure, our profession's core commitments to respect & fairness, integrity & responsibility, and development have deepened.

Ethical conduct is a key pillar of how we approach our work. In making the choice to affiliate with this professional association, individuals assume the responsibility to conduct themselves in accordance with the ideals and standards espoused by NIRSA. When members' actions are aligned with these ethical principles, the profession and our values are strengthened — communities of higher learning are enriched.

Most NIRSA members already ascribe to a code of conduct or policies through their department, institution, or company; this document is intended to complement existing ethical codes and provide consistency for individual members regardless of institutional or organizational affiliation.

Respect & Fairness

Aspire to value others as well as yourself and demonstrate the importance of diversity, inclusion, and equity at every opportunity.

- Provide equitable access to programs, facilities, and employment by modeling inclusiveness, and uphold NIRSA's *Statement for Equity, Diversity, and Inclusion* (https://nirsa.net/nirsa/wp-content/uploads/Statement_for_Equity_Diversity_and_Inclusion-1.pdf)
- Treat all people with respect, as individuals who possess human dignity.
- Abstain from all forms of harassment and practice non-discrimination.

- Willingly reflect on your words and actions for forms of prejudice, bias, or competing self-interest.
- Be sensitive to, and knowledgeable about, the diversity of backgrounds, cultures, experiences, abilities, personal characteristics, and viewpoints that coexist in a globally connected society.
- Honor the differences between individuals and how it impacts your advocacy for the wellbeing of individuals and communities.
- Promote authenticity, mutual empathy, and engagement within human interactions.
- Resolve conflicts without diminishing respect for or appropriate obligations to stakeholders.

Integrity & Responsibility

Be honest in conducting your work. Aspire for truth in the decisions that you make while taking ownership of their impacts on others.

- Seek to be as transparent, impartial, and forthright as possible in your conduct and decision making and execution.
- Represent your professional credentials, competencies, and limitations accurately.
- Properly credit the ideas or work of others.
- Refrain from using your professional influence to seek unjustified personal gains or advantages.
- Be mindful of power dynamics between yourself and others. Avoid improper personal interactions based on such dynamics.
- Honor commitments, including confidential information.
- Avoid real or perceived conflicts of interest that may distract you from your obligation to your employing institution.
- Refrain from accepting gratuities beyond nominal value.
- Be a mindful steward of the environment.

Development

Aspire to grow your abilities, understanding, and knowledge in order to inspire the development of yourself, the individuals you serve, and those you serve with.

- Share knowledge generously to nurture the development and growth of others.
- Strive to build environments that support learning and foster health and wellbeing for the whole person.
- Continually exercise your ability to advocate for student and community wellbeing.
- Facilitate student development that aids in a journey to ethical, engaged, and generous citizenry.
- Stoke a personal intellectual inquisitiveness that invites new ideas and perspectives.
- Engage in collegial cooperation with other professional associations, educational institutions, agencies, or organizations.

Thank You

The NIRSA Board recognizes peer associations and organizations ACPA, ACUHO-I, ASAE, CAS, CUPA-HR, NACE, NODA, our member institutions, and the extensive body of knowledge of volunteer leaders that have inspired NIRSA's Leadership in the creation of this Membership Code of Ethics.