

WHEREAS, the Northeast Section of the Ohio Water Environment Association (NESOWEA) is a section of the Ohio Water Environment Association (OWEA) which is a 501(c)(3) Organization and a Member Association (MA) of the Water Environment Federation (WEF); and

WHEREAS, NESOWEA relies upon accurate policies and procedures to help govern the organizations and maintain consistency in responses to questions, inquiries and practices; and

WHEREAS, Policies and Procedures (P&P) shall be considered living documents subject to revision based on experience and the changing environment of NESOWEA, OWEA and WEF and for which NESOWEA wishes they be maintained in an accurate and up to date manner.

WHEREAS, OWEA relies upon a strong, motivated, passionate, honest and ethical Executive Committee (EC) to lead and manage the organization; and

WHEREAS, it is recognized that Executive Committee (EC) members may come from a variety of backgrounds, professional settings, have different aptitudes and gifts to offer the EC; and

WHEREAS, the wellbeing and professional advancement of NESOWEA must be based on a unified and cohesive EC that can get along, work well together for the common good of the organization.

THEREFORE, OWEA has adopted the following policy and procedure:

POLICY AND PROCEDURE

- I. EC members shall treat each other with mutual respect and courtesy in matters pertaining to OWEA business, and professional and personal life and view each other as fellow workers joined in unity for the common purpose of advancing the mission statement to the best of his/her abilities.
- II. Each EC member shall recognize each other as unique individuals with different strengths and weaknesses, and shall refrain from making negative remarks about each other. EC members are encouraged to offer support and encouragement to their fellow members
- III. EC members shall refrain from making slanderous or libelous remarks against any person or organization.
- IV. EC members shall be current and active members of WEF.
- V. Arguments or disagreements shall be kept as private as much as is possible. In spite of disagreements that may arise, each person shall try to maintain a cordial and professional relationship.
- VI. EC members shall conduct themselves in a professional and ethical manner, and above all be truthful and honest in all dealings, both public and private.
- VII. EC members shall endeavor to perform their duties as officers to the best of their ability and dedicate the necessary time and effort to contribute in a substantive and positive manner towards the advancement of NESOWEA, OWEA and WEF.