

NAB Statement on Professional Behaviour

Membership in the NAB and participation at NAB sponsored events (e.g. conferences and workshops, committee and task force meetings or any NAB sponsored activities), provide an invaluable opportunity for intellectual exchange, networking, learning and mentoring of junior people. Participation also provides an enriching opportunity for travel and broader engagement with the long term care community. NAB events provide a relaxed and collegial environment, especially within the associated social events. Thus, NAB has established expectations that avoid the risk of unacceptable behaviour at its various forums.

In light of the invaluable role that social events play in terms of fostering a healthy sense of professional community, NAB thinks it would be counter-productive to curtail these in any way. However, NAB believes it is important to underscore that anyone who attends a NAB-sponsored event has an individual responsibility to act professionally and to treat other attendees in a respectful manner, regardless of their age, gender, ethnicity, race, disability, religion or sexual identity.

Individuals who behave in a way that undermines such respect at a NAB-sponsored event will be subject to disciplinary response that may include any or all the following actions, depending on the severity of the incident:

- Official reprimand;
- Temporary or lifetime ban from NAB-sponsored conferences and workshops or committee participation;
- Suspension or revocation of membership;
- Reporting of the behaviour to the person's employer, state board or agency, law enforcement or others as appropriate.

Individuals who experience or observe harassment of any kind at a NAB sponsored event are encouraged to report the event to the NAB leadership. NAB has developed professional conduct enforcement procedures to ensure appropriate action against allegations of misconduct, and to assure there are no adverse consequences for the reporting individual(s).