



AMERICAN SOCIETY OF  
SAFETY PROFESSIONALS

# Professional Conduct and CLEAR Values — Upholding Ethical Behavior in ASSP

ASSP Advisory Group Meeting

February 27, 2025

# Informational Items

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- Screen Name to receive CEUs
- Operations Committee recruitment - NOW
- Member at Large recruitment - MAY
- Reminder: Our June meeting is June 5th at 11am CT. Invitations have been sent.



# Deb Roy, MPH, CSP, FAAOHN, FASSP



Deborah Roy is an OSH Speaker on Total Worker Health®, and risk. As the executive leader of Health, Safety and Wellness at L.L.Bean, she implemented TWH globally. Deborah is one author in the book "The Wiley Guide to Strategies, Ideas, and Applications for Implementing a Total Worker Health® Program".



# Agenda

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- Goals
- Living ASSP's CLEAR Values
- ASSP's Code of Professional Conduct
- Understanding the Member Experience
- Discussion and Debrief
- Your role in modeling ASSP's CLEAR values and upholding the Code of Conduct



# What's Our Goal?

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The goal of this session is to deepen your understanding of **ASSP's CLEAR values** and **Code of Professional Conduct**, that are the foundation for defining professionalism for our members. They are the ethical benchmark that bring accountability, responsibility, and trust to whom our members serve.

It is the vision of ASSP that safety, health and well-being are inherent rights of every worker.

Members of the American Society of Safety Professionals conduct themselves with integrity and professionalism, and above all else, protect and advance the health, safety and welfare of the world's workforce through the practice of occupational safety and health.

## **A strong ethical compass for OSH professionals**

- Informs decision-making
- Builds trust and credibility
- Ensures accountability



# Learning Objectives

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The purpose of this session is to deepen your understanding of ASSP's CLEAR values and our Code of Professional Conduct.

By the end of this session, you will:

- Gain a deeper understanding of ASSP's CLEAR Values.
- Describe the purpose of the Code of Professional Conduct.
- Explain how demonstrating CLEAR Values ensures adherence to our Code of Professional Conduct.
- Recognize your responsibility to uphold the Code and model CLEAR Values in your professional conduct.



# Course Materials

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- [Attendee worksheet](#)
- [Code of Professional Conduct](#)



# Living ASSP's CLEAR Values





## COMMUNITY

We aim to provide a welcoming, collaborative environment for all.



## LEADERSHIP

We exemplify integrity and empower others.



## RESPECT

We act with humility, listen to others and foster strong relationships.

# Our CLEAR Values



## EXCELLENCE

We strive always to deliver our best.



## ACCOUNTABILITY

We are ethical, reliable and trustworthy in all we do.

# ASSP's Code of Professional Conduct



# Code of Professional Conduct Principles:

Our [Code of Professional Conduct](#) is an ethical benchmark for our members. These standards bring accountability, responsibility and trust to those whom the safety profession serves.

A Safety Professional's conduct is based upon the following fundamental principles:

- Maintain the highest standards of integrity and professional conduct, and comply with all applicable laws, regulations, policies and ethical standards.
- Create a safe, resilient, and sustainable workplace for all workers, while anticipating their future needs.
- Treat all persons with respect, dignity and fairness, in a manner that fosters equitable participation without regard to personal identity.
- Commit to life-long learning and continuous improvement of knowledge and skills.

All members of the American Society of Safety Professionals, regardless of their membership classification or job description, commit to ethical responsibilities.



# Code of Professional Conduct — What it is..

Our Code of Professional Conduct is an ethical benchmark for our members.

What it is...

- Self and Peer Regulation
- Governed by a Society Operating Guideline
- Supported by due process
- Adjudicated by peers
- Confidential but not anonymous



# Code of Professional Conduct — What it is not...

It is not...

- Monitoring and investigating OSH professionals and their actions.
  - Committee's role is to adjudicate allegations in accordance with our SOG 6.11.





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## ACCOUNTABILITY

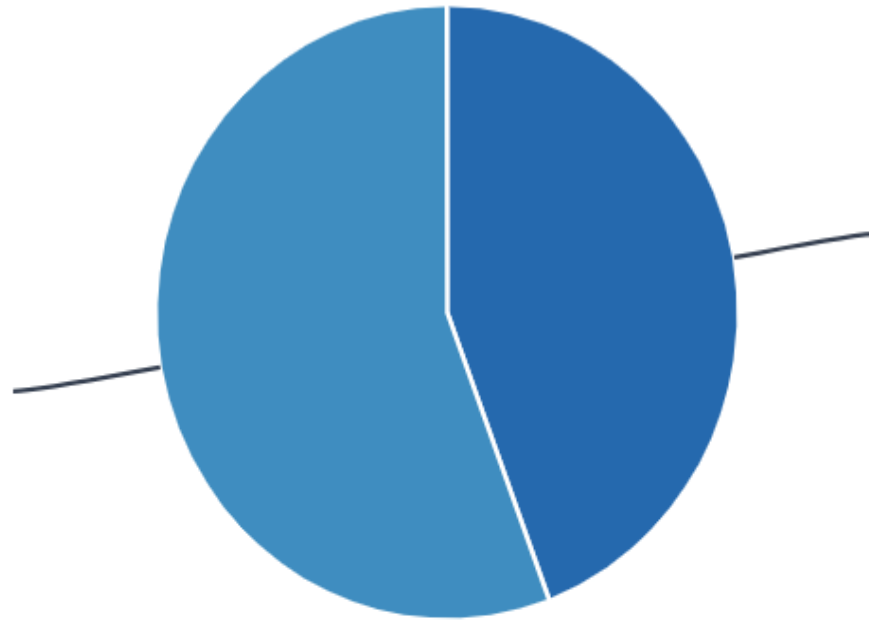
We are ethical, reliable and trustworthy in all we do.

# Understanding the Member Experience



# How familiar are you with the Code of Professional Conduct?

55.7% I understand it well (I am very familiar with the Code and understand its principles and guidelines thoroughly.)



44.3% I've heard of it, but I'd like to know more (I'm aware that there is a Code, but I could use more information to fully understand it.)

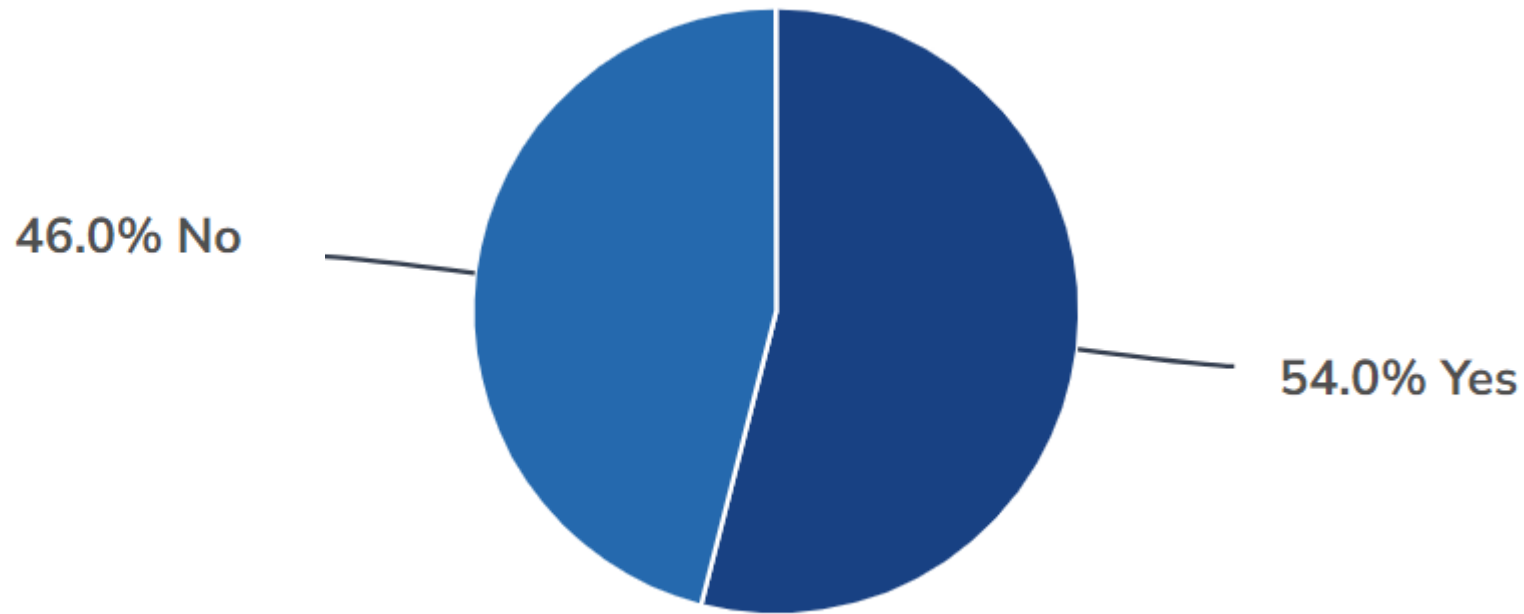
# Honor Other People's Experience (HOPE)

The Committee asked members:

“Have you ever felt left out or noticed someone else left out of activities or conversations at Society events, meetings, conversations or activities, etc.?”



# Have you ever felt left out or noticed someone else left out of activities or conversations at Society events, meetings, conversations or activities, etc.?



# Discussion and Debrief



# Questions and Considerations

## 1. Think about a time when...

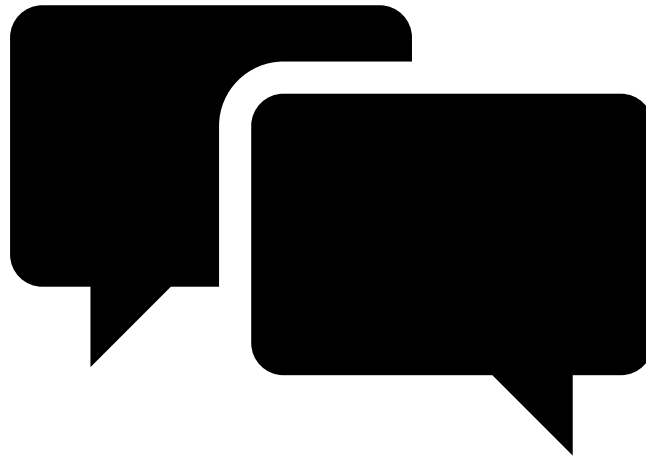
- You felt left out or noticed someone else left out of activities or conversations at Society events, meetings, conversations or activities, etc.
- You overheard or observed behavior that was inappropriate, discriminatory, belligerent or bullying during an ASSP function or in written communication including ASSP social media page or site?

## 2. Consider what you might do to:

- Encourage members to embrace the code
- Promote ethical behavior
- Motivate members



# Debrief



# Your role in modeling ASSP's CLEAR values and upholding Code of Conduct



# What We need From You

**We ask that as leaders you lead in this way.**

- If your communities are not aware of the Code, help share the information forward.
- Use today's presentation and facilitation guide to support our conversations.
- Support open dialogue and communication when we have differences between members.
- When you see behavior that is not inclusive, bring members together to resolve differences.



# CEUs For this Course

**REMINDER:** We can only verify your attendance and offer you CEUs if your screen name matches your ASSP member file name.

By next Friday 3/7, you will receive an email with instructions on how to claim your CEUs.

CEUs will post to your ASSP transcript within 48 to 72 hours upon completion of this course.



Thank you for your time and participation today!



AMERICAN SOCIETY OF  
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Working together for a safer, stronger future.®

