



SPEECH-LANGUAGE-HEARING ASSOCIATION OF THE HUDSON VALLEY (SHAHV) **PROFESSIONAL CONDUCT & NON-DISCRIMINATION POLICY**

Effective Date: July 1, 2025

Last Reviewed: June 30, 2025

Applies to: SHAHV members, student members, course or event participants, international participants, course instructors and presenters, staff and contractors, and volunteers

Purpose

The purpose of this policy is to promote and uphold a professional, respectful, and inclusive environment within SHAHV. As a professional organization, we are committed to ensuring that all individuals involved with the association are treated equitably, act ethically, and contribute positively to the advancement of the speech-language pathology profession.

Scope

This policy applies to:

- All association-sponsored events, meetings, and communications (virtual or in-person)
- Member interactions and communications on association platforms
- Activities involving representation of the association in public or professional settings

Professional Conduct Standards

All individuals affiliated with the association are expected to:

- Conduct themselves with integrity, respect, and fairness
- Uphold the standards of the speech-language pathology profession and relevant codes of ethics
- Refrain from engaging in harassment, bullying, defamation, or disruptive behavior
- Maintain civility in all communications, including email, social media, and forums
- Respect the confidentiality of sensitive or internal association information
- Declare and avoid conflicts of interest when participating in association business
- Demonstrate professionalism and accountability when representing the association

Non-Discrimination and Equity Policy

SHAHV is committed to providing an environment free from discrimination, harassment, and systemic barriers. We do not tolerate discrimination on the basis of:

- Race, ethnicity, or cultural background
- Indigenous identity or status
- Gender identity or expression
- Sex or sexual orientation
- Age
- Disability or neurodivergence
- Religion or spiritual belief
- Socioeconomic status
- Language, accent, or national origin
- Family status, marital status, or caregiver responsibilities

This applies to all association programs, hiring and volunteer processes, educational events, awards, and communications.

Commitment to Equity, Diversity, and Inclusion

We strive to:

- Promote diversity among leadership, speakers, and award recipients
 - Offer accessible and inclusive programming and events
 - Respect and amplify underrepresented voices in the profession
 - Provide safe spaces for dialogue on issues of bias, accessibility, and equity ●
- Regularly review association practices to identify and remove systemic barriers

Reporting Violations or Concerns

Any person who experiences or observes a violation of this policy (e.g., discriminatory behavior, harassment, unprofessional conduct) is encouraged to report it to the designated individual or committee:

Professional Conduct Officer (SHAHV President)

Jennifer Bagley

shahvpresident@gmail.com

P.O. Box 248, Gardiner, NY 12525

Confidentiality: Reports will be handled with discretion and in accordance with applicable privacy and anti-retaliation protections.

Investigation and Resolution

All reports will be:

- Taken seriously and reviewed promptly

- Investigated fairly and impartially
- Resolved with appropriate corrective action

Education and Awareness

The association will communicate this policy during staff onboarding and provide members with access on the SHAHV website.

Policy Review

This policy is reviewed annually and updated as needed to reflect evolving best practices, member feedback, and legal or regulatory changes.

Acknowledgement

All board members, staff, and volunteers must review and sign an acknowledgment of this policy. Members agree to abide by it as a condition of membership.