



Pennsylvania Organization of Nurse Leaders Code of Ethics

The purpose of this document is to define the values of the Pennsylvania Organization of Nurse Leaders (PONL) and to serve as a guide for the professional conduct of members. While the Code of Ethics is primarily focused on PONL officers and members, the same expectations apply for staff, volunteers, vendors, nonmembers who attend PONL functions, and all others with whom PONL engages.

PONL's mission is to shape healthcare with innovative and expert nursing leadership. The vision of PONL is to be the voice of nursing leadership in Pennsylvania. PONL accomplishes its goals through the core business practices of advocacy, education and promotion of contemporary leadership. All PONL members are expected to aspire to:

Key Tenets of the PONL Code of Ethics

- Embrace honesty and trustworthiness
- Employ inclusion, fairness and equity practices
- Respect the rights, diversity and dignity of all people
- Demonstrate respect for diversity and actively foster inclusion
- Adhere to all laws and regulations, federal, state, nursing licensure, and PONL bylaws, that relate to professional nursing practice and conduct
- Conduct interactions with due diligence and good faith
- Proactively disclose potential financial, personal or professional conflicts of interest
- Respect confidential information
- Promote an ethical culture in their workplace and professional organization
- Assume responsibility for one's personal conduct
- Engage in honest and accurate communications
- Always conduct oneself in a professional manner
- Maintain an environment where all feel comfortable expressing their feelings and views
- Use transparency in all decision making
- Strive to be impartial and objective
- Listen to and respect the opinions of others
- Respect others intellectual property

The PONL Code of Ethics will be posted on the organizational website and distributed through the electronic newsletter. Each new member, and all members at the time of membership renewal, will be asked to electronically state that they acknowledge and support the PONL Code of Ethics.

Violations of the Code of Ethics should be reported to the PONL Executive Director who, in conjunction with the elected PONL officers, will investigate the allegation. Possible termination of PONL membership may result if the allegation is found to be of merit. The persons found to be in violation of the Code of Ethics may appeal the decision to the PONL Executive Director and PONL officers. False accusations will be treated as an ethical violation in themselves. No retaliation will result to anyone who brings a potential or real ethical violation forward regardless of the findings.

Approved by the PONL Board: Oct. 28, 2020