

Louisiana Mosquito Control Association

Code of Ethics & Professional Conduct

Modified on: 06/05/2025

Adopted on: 03/11/2025

1. Introduction

The Louisiana Mosquito Control Association (LMCA) is a professional organization committed to protecting public health and enhancing quality of life through effective mosquito control practices. Our members come from diverse backgrounds and disciplines, unified in the pursuit of ethical, inclusive, and professional conduct.

This Code of Ethics and Professional Conduct establishes the expectations for all LMCA members, officers, vendors, contractors, exhibitors, attendees, and guests participating in LMCA events or activities.

2. Ethical Principles

All LMCA stakeholders are expected to:

- Act with integrity, honesty, and transparency in all professional dealings.
- Treat all individuals with dignity, civility, and respect, regardless of gender identity, sexual orientation, disability, appearance, ethnicity, race, national origin, age, religion, or other protected attributes.
- Maintain and enhance public trust through ethical decision-making and responsible service.
- Avoid conduct that would bring dishonor or disrepute to the Association.
- Promote collaboration and the exchange of knowledge and technologies.
- Uphold and model LMCA's values in all representations of the Association.

3. Professional Conduct Standards

LMCA members and participants shall:

- Evaluate colleagues fairly, acknowledging contributions without taking undue credit.
- Offer opinions and professional advice only within their area of expertise.
- Promptly disclose and manage conflicts of interest.
- Promptly report scientific or professional misconduct.
- Maintain confidentiality of sensitive information.
- Adhere to all applicable laws, policies, and regulations related to the mosquito control profession.
- Refrain from misrepresenting themselves as official LMCA spokespersons without written authorization.

4. Respectful Environment Policy

LMCA is committed to providing a respectful, harassment-free environment at all events, both in-person and virtual. All participants must:

- Communicate with respect, consideration, and professionalism.
 - Avoid any form of harassment, intimidation, stalking, or discrimination, including physical, verbal, or written abuse.
 - Abstain from using sexually explicit or offensive materials in public settings, including online platforms and presentations.
 - Alert LMCA leadership if they observe unsafe, threatening, or inappropriate behavior.
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5. Vendor and Contractor Relations

LMCA members will:

- Interact fairly and professionally with vendors, contractors, and exhibitors.
 - Select products and services based on merit and value, free from personal bias or favoritism.
 - Avoid disparaging remarks about competitors or partners.
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6. Inclusivity and Equal Opportunity

All opportunities provided through LMCA—including leadership, committee membership, speaking engagements, and participation—are open to all individuals regardless of race, gender, identity, age, or background.

7. Reporting Violations and Enforcement Procedures

LMCA encourages the prompt reporting of any violations of this Code of Ethics. Reports may be submitted by any individual who has witnessed or experienced misconduct involving members, leadership, staff, contractors, vendors, or event participants.

Reporting Guidelines:

- Reports may be submitted in writing or verbally to the LMCA President, Vice President, Secretary-Treasurer, or other Board member.
- Reports should include as much detail as possible, including names, dates, locations, a description of the incident, and any supporting documentation.
- Reports may be submitted anonymously; however, anonymous reports may limit LMCA's ability to investigate or act unless corroborating information is available.
- All reports will be handled with discretion and, to the extent possible, confidentiality.

Investigation Process:

- Upon receipt of a report, a Review Committee—comprising 3 to 4 impartial LMCA Board members—will be convened to assess the claim. If any officer is directly involved, they will be recused and replaced by an impartial Board member.
- The committee will gather written statements from all relevant parties, including the reporter, target (if different from the reporter), the accused, and any witnesses.
- All findings and decisions will be documented. Investigations may continue beyond the end of a specific event if needed.

Outcomes and Sanctions:

- Based on the findings, the Review Committee may recommend appropriate actions, including but not limited to:
 - Verbal or written warnings
 - Removal from LMCA meetings or activities
 - Suspension or revocation of LMCA membership or privileges
 - Referral to the individual's employer or law enforcement, when applicable
- Reporters may request written confirmation that their concern has been reviewed and resolved, though specific disciplinary details may remain confidential.

Urgent Safety Concerns:

- If a violation poses an immediate threat to personal safety or public welfare, individuals should contact local authorities by dialing 911.
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9. Commitment to Continuous Improvement

LMCA is committed to regularly reviewing and updating this Code to reflect evolving standards and member expectations.

Acknowledgment

By participating in LMCA events or activities, all members, vendors, contractors, and attendees agree to abide by the principles and expectations outlined in this Code.

