

American College of Nurse-Midwives Leadership Guidelines of Ethical Conduct

Introduction

The American College of Nurse-Midwives (the “ACNM”) is a non-profit organization dedicated to the education of midwives, promotion of the health and well-being of women and families through the profession of midwifery as practiced by CNMs and CMs.

In accordance with the ACNM Articles of Incorporation, Bylaws, and applicable State law, the Board of Directors (the “Board”) is responsible for the overall governance of the College. This includes oversight of the finances, organizational operations, property, and activities. The Board also oversees the establishment and implementation of policies, rules, procedures, and regulations in order to carry out the mission and purposes of the College. Through its delegation of authority to the Executive Director, the Board of Directors is ultimately responsible for the national office staff and its function.

The Board, as well as the ACNM officers and staff (together the “ACNM Leaders”), are expected to adhere to these Leadership Guidelines of Ethical Conduct (“Ethical Guidelines”). Accordingly, the following are guidelines and expectations when interacting as ACNM Leaders with ACNM members, leaders, staff, volunteers, speakers, guests, members, contractors, military, government, and industry representatives (together “the ACNM Community”).

Ethical Principles for Leaders of the ACNM Community

- Leaders respect basic human rights and dignity of all persons, treating them fairly and with integrity and empathy. This mandate includes valuing expertise, experience, creativity, and innovation.
- Leaders act without discrimination and in compliance with the ACNM Policy Prohibiting Discrimination, Harassment, and Bullying (found here).
- Leaders respect their own self-worth, dignity and professional integrity.
- Leaders promote and support the development of each other and of future leaders of the ACNM.
- Leaders promote, develop, and maintain standards of leadership practice, research, and policies that foster high ideals of honesty, integrity, and fiduciary responsibility.

ACNM Leaders promote, advocate for, and strive to advance the profession of midwifery through furthering ACNM’s mission, philosophy and stated goals.

- ACNM Leaders remain as members of good standing with the ACNM.
- When interacting with government, regulatory and professional organizations, and other entities, leaders maintain a professional demeanor and support positions consistent with ACNM’s mission, philosophy, stated goals, and directives.
- ACNM elected and appointed leaders do not use their position or influence within the organization for personal gain.
- Leaders respect and protect privileged information to which they have access in the course of their duties. They do not use confidential information for personal advantage, financial enrichment, third-party gain, or to the detriment of the ACNM.
- Leaders disclose and resolve actual and potential conflicts of interest with ACNM.
- Leaders do not solicit or accept gifts, gratuities, free trips, or honoraria when acting as an ACNM representative, except as permitted by Board policy.

ACNM elected and appointed leaders promote transparency and responsiveness in governance.

- Leaders update and facilitate communications with the membership about ACNM’s activities and operations and respond to members’ concerns.
- Leaders handle information with respect and with confidentiality in accordance with law and established organizational policy.
- Leaders seek input from other members, leaders, constituents, and contacts leading to informed decision-making.
- Leaders use ACNM information provided to further opportunities for ACNM. their
- Leaders respect and seek to secure ACNM property, opportunities, and resources.

Corporate Responsibilities

ACNM Leaders adhere to the College’s mission, purposes, bylaws, policies and applicable state and federal laws.

ACNM elected and appointed leaders seek to act in the best interests of the ACNM.

- Leaders seek to learn and update the knowledge, skills, and behavior to maximize their potential and impact as Leaders of the ACNM.

ACNM Leaders seek to exercise sound financial management, promote independent fiscal oversight, comply with all state and federal laws and regulations governing nonprofit corporate finances; abide by and periodically review and revise written financial policies; and promote equitable access to the College's offerings and resources.

- Leaders promote fiscally responsible, fair, and equitable access to the ACNM resources.
- Leaders consider options, short and long-term goals, priorities, and financial consequences when making decisions for the ACNM.
- Leaders adhere to, review, and revise as needed fiscal policies for good governance and compliance with applicable state and federal regulation and law.

ACNM elected and appointed leaders seek to develop, promote, and implement fair, equitable and nondiscriminatory human resources policies in the ACNM.

- Leaders engage with the ACNM National Office staff through the Executive Director in a manner that utilizes appropriate patterns of communication, promotes respect for staff, and strengthens the organization as a whole.
- Leaders participate in decision-making processes that allow freedom for expressing relevant opinions without recrimination or denigration and the promotion of consensus support for ACNM National Office and Board decisions.
- Leaders develop standard policies to facilitate and provide protection for confidential reporting of suspected impropriety or misuse of ACNM funds or resources.

ACNM Leaders periodically review and make necessary revisions to the management policies and governing documents of the ACNM.

ACNM Leaders develop and maintain a written policy for information technology and document handling and retention.

- Upon termination of service, a leader promptly returns to the ACNM National Office all documents, electronic and hard files, reference materials, and any other property entrusted to the leader for the purpose of fulfilling the job responsibilities that are not intended for the Leader's retention.
- Leaders archive records of a historical nature.
- A retiring leader maintains a continuing obligation of confidentiality with respect to information acquired and/or retained as a consequence of tenure as an ACNM leader.
- Except as required by law, leaders do not share, copy, reproduce, transmit, divulge or otherwise disclose any confidential information related to ACNM affairs. They provide complete documentation wherever necessary.

Delegated Responsibilities

The ACNM Board may engage others in leadership positions within and for the ACNM to pursue its mission.

Such individuals with delegated authority shall:

- Adhere to the ethical mandates of this Leadership Guidelines of Ethical Conduct.
- Act in the best interest of the ACNM.
- Act in accord with the scope of authority delegated.