

Code of Ethics Policy

Goal: To establish standards of professional conduct based on shared expectations that all NAIRO members (Full, Associate, and Affiliate) and any entities or individuals doing business with NAIRO will fulfill their commitments to NAIRO, conduct business in a manner consistent with the highest standards of business ethics, act in accordance with applicable laws and regulations, and conduct business with highest standards of integrity.

Further, NAIRO strives to create an inclusive environment where all members, manager, directors and staff are respected and have an equal opportunity to contribute and influence change for the purpose of improving business conditions in the industry. NAIRO Members (Full, Associate, and Affiliate), managers, officers and staff agree to accept this code as a minimum guideline for ethical conduct.

Code: NAIRO's Executive Committee, Committee Chairs, and members are committed to observing and promoting the highest standards of ethical conduct in the performance of their responsibilities. Further, this code extends to any entities or individuals doing business with NAIRO. This code is incorporated by reference by into the NAIRO by-laws. NAIRO Members (Full, Associate, and Affiliate) agree to accept this code as a minimum guideline for ethical conduct.

Accountability

1. Faithfully abide by NAIRO's by-laws and policies.
2. Exercise reasonable care, good faith and due diligence in organizational affairs.
3. Fully disclose, at the earliest opportunity, information that may result in a perceived or actual conflict of interest or jeopardize NAIRO's standing in the industry.
4. Fully disclose, at the earliest opportunity, information of fact that would have significance in Executive Committee or Committee decision-making.
5. Remain accountable for prudent fiscal management to NAIRO members.
6. Have no history of convictions or sanctions involving any illegal activities or criminal investigations or charges.
7. Remain in good standing with appropriate professional organizations, including but not limited to, OIG/LEIE, CMS or the state bar association, as applicable.
8. Comply with all state and federal ethics laws and regulations including but not limited to the Federal Anti- Kickback statute and privacy and security regulations, as applicable.
9. Display professional conduct in social media and other digital marketing channels.

Professional Excellence

10. Maintain a professional level of courtesy, respect, and objectivity in all NAIRO and related activities.
11. Strive to uphold those practices and assist other NAIRO members in upholding the highest standards of conduct.

Personal Gain

12. Exercise the powers invested for the good of all NAIRO members rather than for his or her personal benefit, or that of the company they represent.
13. Remain unbiased when making leadership assertions, decisions and public commentary, and do so without regard to personal or professional gain.

Equal Opportunity

14. Ensure the right of all NAIRO members to appropriate and effective services without discrimination based on geography, political, religious, or socio-economical characteristics.
15. Ensure the right of all NAIRO members to appropriate services without discrimination based on the organization's volunteer or staff make-up in respect to gender, sexual orientation, national origin, race, religion, age, political affiliation or disability, in accordance with all applicable legal and regulatory requirements.

Confidential Information

16. Respect the confidentiality of sensitive information known due to leadership service.

Collaboration and Cooperation

17. Respect the diversity of opinions as expressed or acted upon by the Executive Committee, committees, membership, and formally register dissent as appropriate.
18. Promote collaboration, cooperation, and partnership among NAIRO members.