HLA Professional Code of Conduct

The Professional Code of Conduct of the Hispanic Lobbyists Association (HLA) is fundamental to our core values and essential for achieving our mission and vision. Our goal is to promote and empower Hispanics by cultivating opportunities for professional development and growth within a supportive community that champions Hispanic leadership in government relations. This objective can only be realized through upholding the highest standards of ethics, excellence, stewardship, and community involvement.

HLA maintains rigorous expectations of professional behavior for its members and guests. Integrity, competence, diligence, respect, and ethical conduct are required in all interactions with the public, policymakers, clients, employers, employees, and fellow professionals in government relations.

HLA members are expected to conduct themselves professionally, ensuring accountability, transparency, and fulfillment of fiduciary responsibilities. They must remain informed about relevant laws, engage in ethical practices, adhere to responsible fundraising standards, and comply with mandatory reporting requirements in their field.

HLA is dedicated to fostering ongoing professional growth opportunities for its members in accordance with the Professional Code of Conduct. The association reserves the right to take corrective action, including suspension or removal of membership, against those who fail to uphold this code of professional conduct. The motion to revoke membership requires a 2/3 vote of the full Board. Individuals whose membership are revoked are able to re-apply for membership one calendar year after their membership has been revoked, and their approval is subject to a 2/3 vote of the full Board.

HLA Meeting Code of Conduct

HLA is dedicated to ensuring a safe, productive, and inclusive environment for all participants in our meetings. This Virtual and In-Person Meeting Code of Conduct applies to all attendees, speakers, volunteers, exhibitors, service providers, and others involved in our events. We maintain a zero-tolerance policy towards discrimination or harassment of any kind.

If you experience harassment or become aware of any unacceptable behavior, we encourage you to promptly notify either the Board President or Secretary so that appropriate action can be taken.

Unacceptable Behavior includes:

* Harassment, intimidation, or discrimination in any form.
* Verbal abuse directed at any attendee, speaker, volunteer, exhibitor, service provider, or other meeting participant. This includes comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, as well as inappropriate use of nudity or sexual images.
* Threatening or stalking any attendee, speaker, volunteer, exhibitor, service provider, or other meeting participant.
* Disruption of presentations during HLA events, whether virtual or in-person.
* Posting or sharing promotional materials, job offers, product announcements, or solicitation for services during presentations, discussions, or in chat rooms.

Participants are prohibited from copying or taking screenshots of Q&A sessions or any chat room interactions during virtual meetings.

HLA reserves the right to take immediate and appropriate action, including removal from the meeting without warning or refund, in response to any incident of unacceptable behavior. Additionally, HLA may prohibit attendance at future meetings, whether virtual or in-person, for those who violate this Code of Conduct.