



## CLEAR Values – Breakout Discussions

### Potential Scenarios for Discussion

#### Scenario 1 - Local chapter

A prospective member attends a chapter meeting for the first time. They come in and pay the fee. They sit at a table where no one else is sitting.

The chapter volunteers and regular attendees are networking, except for that prospective member. As people are leaving, the chapter vice president overhears the prospective member on the phone describing to someone how horrible the event was because no one would talk to them.

Group role: **Chapter Vice President**

##### Questions/Actions

As Chapter Vice President, discuss how you would react.

Discuss how this could negatively impact ASSP broadly.

As a volunteer leader, discuss ways that you can engage new or prospective members.

Would this be a code of conduct or ethics violation of the Chapter or officers? Why or Why not?

#### Scenario 2 - Practice Specialty Admin

An ASSP member has changed job roles and wants to join a different practice specialty, so they contact ASSP to add the practice specialty.

Fast forward, the member joins several practice specialty calls. They email the practice specialty administrator and offer to help in any way. No response is ever received from the practice specialty administrator, and the member is frustrated that they didn't email back and dropped from the Practice Specialty.

Group role: **PS Administrator**

##### Questions/Actions

- Discuss how this could negatively impact ASSP broadly.
- As a volunteer leader, discuss how you can engage with members outside of formal events.
- As a volunteer leader, discuss a variety of approaches to encourage volunteer opportunities.
- Is this a code of conduct or ethics violation by the Practice Specialty Administrator? Why or why not?





## Scenario 3 - Region PDC Committee

Representatives from various chapters have been planning the upcoming PDC. The Committee Treasurer has not attended many meetings. They also have been withholding financial information and access to the account despite several requests to include a second signatory. The Region Vice President is on the committee and is aware of it.

Group role: **A Member of the PDC Planning Committee**

### Questions/Actions

- Discuss how this could negatively impact the upcoming PDC.
- As a member of the Committee, discuss ways to solve this situation.
- Discuss who you could seek help from and how they could help.
- Is this a code of conduct or ethics violation by the Treasurer? Why or why not?

## Scenario 4 – Volunteer Leader

In October, a member voiced their desire to volunteer on an ASSP committee. Their community leader (Bob) told them to submit their intent through the ASSP website.

It's now March and you (Jane) overhear the member say to another member of the group that they felt (Bob) "sent them on a wild goose chase" and wonder why they even bother to be a member because ASSP excludes people if they don't fit in. They continue to talk negatively but also direct negative comments about (Bob).

Group role: **Volunteer Leader (Jane)**

### Questions/Actions

- Discuss how you would handle what you've overheard.
- Discuss whether it is best to intervene in that conversation or who you might bring this to the attention of, for action.
- Discuss what actions should be taken to de-escalate this situation.
- Is this a code of conduct or ethics violation by the members or Bob? Why or why not?

## Considerations

Consider what you might do:

- Encourage members to embrace the code
- Promote ethical behavior
- Motivate members

