

Holding Ourselves Accountable

Handling Code of Conduct Issues
Government Participation Guidance
Q&A on Sensitive Stuff

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Meet Patrice Melancon, F.SAME Vice President (Academy of Fellows)

About Patrice

Grew up in: Slidell, LA

Now lives in: San Antonio, TX

Member Since: 1995

Day Job: Consultant / Retired

Favorite thing about SAME : Y'all are my peeps! And you LIKE me just as I am!

Fun Fact: I was a swimmer growing up (but no Katie Ledecky) and I love to quilt and sew.



Top Take-Aways

Read our [Bylaws](#) and Read Chapter 3 of the [Joint Ethics Regulation](#)

Take action by asking for help and being prepared to elevate

- Inaction on unethical behavior damages the Society (implies consent)

Members represent the strengths and weaknesses of the Society

As a Post Leader you are **LEADING** by your example

- You **ARE** the Society for many of our members



The SAME Code of Conduct

Maintain highest professional standards of ethical behavior.

Dignity, Health, Safety, Positive, Friendly, Welcoming, Diversity, Equity, Inclusion.

Here on website: <https://www.same.org/about-same/same-code-of-conduct/>

- *Use your event reg forms to require registrants to agree to it (like we do for National events)*

Confidentiality of Society business and information.

A duty to report at level of occurrence, leadership elevates as needed.

SAME Bylaws:

- Art III, para 5: Resignation and Termination, role of Executive Committee
- Art XI, para 3: DE&I standards
- Art XI, para 4: Ethics, DoD Joint Ethics Regulations, special positions of public trust
- Art XI, para 5: Conflict of Interest

Role of Post, Regional, and National leadership.

Government Participation Guidance

Interactions with non-federal entities can be very complex and fact-specific

If you're willing to support IGE, you must understand and seek Ethics Guidance on specific activities – Includes DoD and other Agencies (VA, USPHS, USCG, etc.)

SAME is a professional association and a non-federal entity

Understand how to interact with a Prohibited Source (avoid any perceptions)

Personal vs Official Capacity

Official Participation in Non-Federal Entities

Personal Participation in Non-Federal Entities

[DoD Joint Ethics Regulation](#) (JER), Effective May 15, 2024

- Chapter 3 – Activities with Non-Federal Entities (pages 20-24).

Authorizations, appointments in writing, significant DoD interest...

Prohibitions, appearance of preferential treatment

Ethics – Government Participation

Procedures

If you come across conflicting guidance from local govt. officials, elevate through your SAME Chain of Command (Post Pres, RVP, VP, SAME XD).

Volunteers are responsible for knowing their employer's (*company, agency, or service*) guidelines and restrictions and procedures for appeal.

Seek to understand perceived conflicts of interest.



Q&A on Sensitive Stuff

Interactions with non-federal entities can be very complex and fact specific

What to do when SAME passion becomes counter to respecting each other?

- Sample Scenario 1: A “more senior” post leader discredits a “more junior” member in assuming a post responsibility that they have championed for many years

What to do when SAME experience creates blind spots to current accepted practices or innovation?

- Sample Scenario 2: A new Post BOD member has become disillusioned by fellow BOD members “shooting down” their suggestions on better use of technology and communications (perceived as age discrimination)

How to identify reputational risk to SAME, Industry, and Government?

- Sample Scenario 3: A Post member raises suspicions to someone on the Post BOD that the post treasurer is using post funds to support a non-profit other than SAME for personal reasons

Post Leader navigation questions?



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