



MEETING PROFESSIONALS INTERNATIONAL PRINCIPLES OF PROFESSIONALISM

As members of Meeting Professionals International (MPI), we align with MPI's Vision and Mission, and ensure that the meeting industry is held in the highest regard throughout the world. Our conduct directly impacts this result.

MPI's Principles of Professionalism provide guidelines recommended for the behavior of its members as ambassadors of MPI. Commitment to these principles is implicit to membership and is essential to instilling public confidence, engaging in fair and equitable practices and building professional relationships with meeting industry colleagues.

Failure to abide by these principles may subject a member to disciplinary action as may be determined by the Chapter and Membership Committee or International Board of Directors.

Maintaining Professional Integrity:

- **Professional representation:** Represent and act within one's areas of professional competency and authority without exaggeration, misrepresentation or concealment.
 - **Ethics and transparency:** Uphold high ethical standards, including honesty, dependability, and transparency avoiding actions that can be perceived as a conflict of interest or for individual gain.
 - **Business transactions:** Offer or accept only appropriate incentives, goods and services in business transactions.
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Conducting Professional Interaction:

- **Respect for all:** Treat all members with respect, courtesy, dignity, and consideration, regardless of their position.
 - **Constructive feedback:** Provide and accept constructive feedback, focusing on the issue in a positive and respectful manner and consider self-improvement as a continuous process.
 - **Conflict resolution:** Address conflicts constructively, while maintaining composure and engaging respectfully to seek solution.
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Utilizing Professional Business Practices:

- **Confidentiality:** Respect and take measures to protect confidentiality of privileged and/or sensitive information whether received verbally, in writing, or electronically. Refrain from misusing solicited information, proposals or concepts with the intent to gain unfair advantage of competitors.
- **Communication and contracts:** Honor written and oral contracts, striving for clarity and mutual understanding through complete, accurate and timely communications, while respecting legal and contractual rights of others.
- **Sustainability:** Commit to the protection of the environment by responsible use of resources in the production of meetings to what is reasonably possible.

Respecting Diversity:

- **Embracing Diversity:** Actively learn and practice to embrace and foster an inclusive business climate where every individual is valued, intentionally understood, and respected irrespective of national origin, race, religion, sex, gender, age, color, sexual orientation, disability, experience, location, or language to enhance our professional environment.
 - **Harassment and sexual harassment:** MPI will not tolerate harassment based upon national origin, race, religion, sex, gender, age, color, sexual orientation, disability, experience, location or language. MPI does not tolerate sexual harassment. These commitments are in line with applicable laws which define and govern the parameters of such harassment and applies universally to employees, members, partners, directors, speakers, and vendors.
 - **Collaboration:** Seek diverse perspectives, ensuring that all team members, regardless of their experience, location, or language, have the opportunity to contribute meaningfully.
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Support the Fight Against Human Trafficking/Sexual Exploitation of Children:

MPI condemns all forms of human trafficking and the sexual exploitation of children. These commitments are in line with applicable laws which define and govern the parameters of such instances and applies universally to employees, members, partners, directors, speakers, and vendors.

- **Business relationships:** Commit to avoiding business relationships with organizations suspected of participating in any way in human trafficking and the commercial sexual exploitation of children. Consider including questions related to this topic and the Tourism Child-Protection Code of Conduct in RFPs.
- **Awareness:** Learn more about ways to combat human trafficking/sexual exploitation of children in travel and tourism by attending educational sessions and accessing resources and articles on this topic, including the annual training provided by MPI.