



ONYX Mid-Atlantic (ONYXMA) Pledge Code of Conduct

Purpose

The pledge code of conduct is a foundational element of the pledge process, providing a clear framework for ethical behavior, decision-making, and professional standards. It outlines the values and principles that guide how ONYX pledges interact with one another, with existing members of the organization and represent the organization externally. By establishing expectations for integrity, respect, accountability, and compliance, this code of conduct helps create a consistent and positive organizational culture.

The value of this code of conduct extends beyond simply setting rules. It reinforces organizational identity and unity, while promoting trust among pledges, ONYX members and the community. In turn, this builds credibility with and for the chapter by ensuring adherence to our standards of professionalism and integrity. Pledges are required to act responsibly and ensure their actions are aligned with the mission and goals of ONYX Mid-Atlantic (ONYXMA).

Pledges are held accountable to the code of conduct requirements immediately upon notification and acceptance to the ONYX Pledge Line. Understanding and following these requirements is the responsibility of each pledge. Adherence to these requirements applies to both your time during the pledge process and ONYX-related events, as well as your personal conduct in your daily life outside ONYX-related interactions.

1. Compliance with ONYXMA Chapter Governance

- a. ONYXMA Chapter Bylaws
- b. The ONYX Code
- c. ONYX Mission, Vision and Core Values / Beliefs
- d. ONYXMA Pledge Code of Conduct
- e. ONYXMA Pledge Manual

2. Compliance with ONYXMA Policies and Procedures

- Pledges must comply with all ONYXMA policies and procedures. These include, but are not limited to, such areas as:
- a. Attendance and Participation
 - b. Duties and Assignments
 - c. Consent Protocols
 - d. Pledge Uniform Dress Code
 - e. Fraternalization Policies
 - f. Financial Obligations
 - g. Pledge Requirements As Outlined By The Pledge Masters and / or Documented Policies.

3. Standards of Professional Conduct

Pledges must demonstrate professional conduct in their day-to-day behavior. This includes honesty, integrity, respect, fairness, brotherhood and professionalism in their interactions with other pledges, members of ONYX and the community. Pledges shall regard, refer to, and treat other pledges, ONYX members, and all individuals with civility and respect. There is no tolerance for unprofessional behavior within the ONYXMA organization.

4. Compliance with Laws and Regulations

Pledges are required to follow all applicable federal, state and local laws. ONYXMA maintains a zero tolerance policy for illegal activities.



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5. **Anti-Discrimination and Harassment Policies**

There is no place in ONYX for either implicit or explicit discriminatory or harassing behavior by any member of the pledge line. Pledges must not engage in this type of behavior with other members of ONYX or with the community. ONYXMA maintains a zero tolerance policy for this type of behavior whether or not it occurs through words and actions, direct interaction with others or through electronic media (including email, text and social media). This includes behavior that occurs in both ONYX and non-ONYX related activities as well as in public or private settings.

6. **Conflict of Interest Guidelines**

Pledges are required to disclose and avoid situations where personal interests may potentially interfere with their responsibilities or interactions while on the pledge line or if voted into the organization as a member.

7. **Misappropriation and Misuse of the ONYX Brand**

Misappropriation and Misuse of the ONYX Brand includes unauthorized use or misuse of the organizations' intellectual property, including but not limited to, its name, logos, shield, letters, and symbols for personal or commercial purposes, including, but not limited to the manufacture, modification, marketing, and / or sale of paraphernalia without an approved majority vote of ONYXMA membership. Misappropriation and misuse of the ONYX brand is strictly prohibited.

Reporting Misconduct

While we want our pledge lines to build a strong bonds of brotherhood and collaboration, each pledge is individually mandated to immediately report suspected violations of the code of conduct to the Pledge Masters or if appropriate to the ONYXMA Executive Board.

Failure To Comply with the Code of Conduct

Failure to comply with the pledge code of conduct can result in a range of disciplinary actions up to and including removal from the pledge line without advanced notice and forfeiture of any fees already paid.

Summary

This Code of Conduct incorporates values designed to develop and promote the cardinal principles upon which ONYX was founded. The ability of pledges to fully meet the implicit and explicit requirements outlined here directly impact whether those individuals will become members of the ONYXMA organization.