

## Code of Ethics

1. Will further the interests of grounds management by interchanging information and experience with others, and will contribute to the work of grounds managers' associations, schools of instruction, plant research agencies, and publications.
2. Will be truthful in oral or written statements concerning the services they are qualified to offer and the plant benefits that may be expected there from, and will not advertise as licensed or insured unless the extent of coverage can be clearly stated to clients.
3. Will strive for increasing the knowledge of grounds management, and will recommend against the use of chemicals or other compounds in grounds management use unless such materials have been tested and approved for such use by a recognized, reputable plant scientist. Should an unproved material still appear to be best, the client will be completely advised.
4. Will, when serving as an expert witness on any matter relating to grounds management, base all testimony on an adequate knowledge of the subjects and facts that can be substantiated, and render an opinion according to honest convictions.
5. Will refrain from expressing, either orally or in writing, an opinion on a technical subject unless informed concerning the matter, and will not distort or withhold relevant data to substantiate a point of view. Will engage, or advise the client to engage, other experts and specialist in grounds management or related fields whenever the client's interests will be best served by such actions, and will cooperate fully with them in their work.
6. Will be loyal to clients or to the employing organization, and will faithfully perform work assignments.
7. Will, if technical judgment in grounds management is overruled by a non-technical authority, present clearly the consequences that may be expected to occur as a result of deviating from the procedures and policies which are believed to be correct.
8. Will not take advantage of a position, if employed as a grounds manager in a public capacity, to compete unfairly with grounds managers in private business or to favor one grounds manager in private business above others in the community, where all are equally qualified and available.
9. Will avoid making unfounded remarks, comments or criticisms which in any way might injure the professional reputation of a plant scientist, a village or city grounds manager, or the reputation and business of another grounds manager. However, if substantial and convincing evidence of wrongdoing or unethical conduct of another person at any level within the industry is evident, will present the information to the proper authority for appropriate action.
10. Will not attempt to supplant another grounds manager in a particular employment after becoming aware that the other has been definitely engaged.
11. Will not offer employment to an employee of another grounds manager without the latter's knowledge, but will instead endeavor to train people where possible.
12. Will uphold the principle of appropriate and adequate compensation for those engaged in grounds management work, as an essential to the maintenance of high standards of grounds management.
13. Will avoid conflicts of interest or even appearance of such conflicts. Under no circumstance should a grounds manager undertake to make an appraisal when his/her employment or fee is contingent upon the amount of the value estimate.
14. Will conduct all matters relating to technical grounds management activities, business operations, and civic responsibilities in a manner that will further the status of our industry as a respected profession.