COMPETITIVE EVENTS MANAGEMENT TEAM
CODE OF ETHICS/GUIDELINES

The CE Management Team is a group of hard working volunteers with a goal of delivering the highest quality HOSA Competitive Events experience for all HOSA members.

**Purpose**

The Competitive Events Program is designed to motivate HOSA members and provide a system for recognizing the competencies developed by members through Health Science and Biomedical Science class instruction, related job training, and HOSA related activities.

**Philosophy**

Competitive events are designed to motivate HOSA members to improve their knowledge and skills. HOSA does not provide competition for competition's sake. HOSA provides a HOSA competitive events program as a means of recognizing those students who are willing to pursue excellence by preparing for competition and having the determination to attend a conference and participate in a competitive event.

**Vision**

The HOSA Competitive Events Management Team is committed to providing the best possible event experience for HOSA members. The “best possible experience” takes into account the quality of event management, fairness to all competitors, and a warm, compassionate event environment.

**Accountability**

HOSA CE Management Team members have specified responsibilities, and CE management is hard work. Members are asked to evaluate personal and professional responsibilities every year to be certain they have the time and availability to give to the team.

**Team Concept**

HOSA CE Management Team members work as a team, helping each other succeed. The working environment in Competitive Events Headquarters is open and honest. It is never “my event.” Success exists when the entire program is successful. Keep in mind that there may be more than one “right way” to do things. Think through decisions and opportunities. Don’t discredit an idea just because it is different.
**Big Picture**
HOSA CE Management Team members think from an international perspective, following the principles and priorities established by HOSA leaders in years past. All decisions are made from the perspective of doing the “right” things for as many members as possible – as opposed to a local or state focus.

**Ethics**
HOSA CE Management Team members are privy to confidential information; before, during and after HOSA meetings and conferences. Confidentiality is imperative. Management team members are asked to maintain the integrity of the work of the organization by not inviting students, co-workers, or family members to join them in Competitive Events Headquarters.

**Voice**
Members of the HOSA CE Management Team have an active voice in policies and processes related to the delivery of a quality competitive events program. CE team members are a part of the program. “They said this” or “they did that” is NOT a part of their vocabulary. Everyone on the CE team is “they” – and all work together in pursuit of excellence.

**Trust & Communication**
For all HOSA CE Management Team members, open and honest communication is a must. Because the work of Competitive Events requires a great deal of decision-making, occasional challenges will arise. It is the responsibility of all HOSA CE Management Team members to maintain an environment of trust by effectively communicating with other staff members.