



Ethical Standards for Relationships among Leaders for La Leche League of Southern California/Southern Nevada (LLSCNV)

[Italicized print - LLSCNV]
[Straight/plain text print - current LLLI policy]

It is in the best interests of La Leche League of Southern California/Southern Nevada and the mothers and babies it serves that there be Ethical Standards to provide guidance to the LLL Leaders in their conduct within the organization. These ethical principles are proposed to guide each Leader in her actions, and to outline her Leader-to-Leader commitments and obligations while fulfilling the purpose of the organization: Providing information and support to breastfeeding mothers.

La Leche League of Southern California/Southern Nevada has adopted these Ethical Standards to apply to all accredited Active or Reserve La Leche League Leaders within the Area of La Leche League of Southern California/Southern Nevada (LLSCNV). Gross misuse of accusation of ethics violation shall itself be considered an ethics violation.

Ethical Standards for Relationships among Leaders

Each La Leche League Leader in Southern California/Southern Nevada shall adhere to the Principles and Policies of La Leche League International and shall be asked to further agree to:

1. **Conduct herself with honesty, integrity, and fairness** at all times when acting as a Leader or when in public situations where she may be recognized as a Leader.
2. Comply with the LLLI Policy on **mixing causes**.
 - a. A Leader shall not use her La Leche League Group as a forum for her non-LLL interests or to do the work of organizations other than LLL. Leaders may not use their Leader status for commercial gain from non-LLL activity or to promote their personal non-LLL interests.
 - b. When functioning as an LLL Leader (including but not limited to leading a meeting and offering phone support) a Leader shall represent LLL Philosophy and Purpose exclusively.
 - c. Refrain from endorsing or recommending political action or public protest action. However it is acceptable to inform LLL Leaders and members of **political and legislative issues** affecting the breastfeeding family through regular channels of communication, LLLI memos, and other avenues as necessary, to allow them time to further investigate and become involved in the political process as their time and interest allow.
3. Be **respectful of others by**
 - a. Giving consideration to their circumstances and their valuable time, which includes being **punctual**.
 - b. **Informing** the co-Leader in a timely manner and assisting with her replacement when unable to fulfill commitments.

- c. **Openly sharing**, and not withholding, information important to LLL functioning while avoiding idle and/or malicious gossip.
- d. **Maintaining confidentiality** unless someone's safety is in danger.
- 4. Act in a manner that engenders and merits public trust, safeguards the interests of mothers and babies, and **enhances the reputation** of La Leche League.
- 5. When acting as a representative of the organization at a meeting or in public situations, the Leader shall maintain **appropriate appearance** by dressing herself and her children in a neat, clean and socially acceptable manner. The Leader shall refrain from using **obscene, profane or crude language**.
- 6. Be **accountable** by
 - a. Maintaining and submitting required financial and Area reports as required by LLLI and LLL SCSNV as outlined in the Leader Handbook.
 - b. Recognizing and exercising judgment within the limits of her qualifications including seeking counsel from the Professional Liaison Department or Leader Department and making referrals to appropriate health-care providers.
- 7. Welcome and provide breastfeeding help to mothers from all diversities and avoid discrimination on the basis of race, creed, gender, age, sexual orientation, national origin, and physical disabilities.
- 8. Work cooperatively with others toward our mutual goals by:
 - a. Maintaining an open mind and reasonable, well intentioned attitude when differences of opinion occur.
 - b. Treating others with respect even while agreeing to disagree.
 - c. Participating honestly, meaningfully and constructively in **conflict resolution** with relevant affected parties.
- 9. Remove herself from La Leche League Leadership if:
 - a. She is convicted of a felony or is judged by a court to be mentally incompetent;
 - b. Her judgment or her ability to fulfill her duties in LLL may be affected by engaging in any substance abuse, a misdemeanor conviction, or by an emotional or mental disability.
 - c. She acts in a manner that could harm the LLL mothers and/or babies.
- 10. If making an accusation about another Leader, each Leader agrees to:
 - a. Never knowingly make a false accusation.
 - b. Before making an accusation, investigate all sides of the conflict with diligence commensurate with the seriousness of the suspected offense.
 - c. If the accusation is minor, take into account the Leader's history of good actions and competent, hard work.
 - d. Respect the guidance and decisions of the administration of LLLSCNV.

Links for LLLI statements:

- [LLL Mission Statement](#)
- [LLL Philosophy](#)
- [LLL Purpose](#)
- [LLL's Concepts](#)
- **LLL's Basic Leader Responsibilities**
- [LLL Organizational Purpose and Principles](#)
- [LLL Conversation Guidelines](#)