



LLL of Southern California/Southern Nevada Ethical Standards

Dear LLL S CA/NV Leaders,

The Ethical Standards for Leaders in La Leche League of Southern California/Southern Nevada (LLL S CA/NV) are linked here at the web site. These standards were written to apply to each LLL S CA/NV Leader whenever she is acting in her role as a Leader.

It may seem strange to you that an organization of dedicated volunteers who have come together for the altruistic purpose of helping mothers and babies get off to a good start, and at which we all work so hard, would need such a thing as Ethical Standards. However, whenever humans interact, even to help others, there are opportunities for conflict, and those conflicts, even in a great organization like LLL, are not always easily or satisfactorily resolved without residual harm.

Here are the reasons for instituting these standards:

- **Ethics Codes Are Expected of Responsible Organizations:** When you look at our society today, you know that we expect every significant organization to have a set of ethical and behavioral standards. These expectations of ours apply to health care providers, financial advisors, spiritual advisors, civil servants, politicians, and the companies that make the products we buy. Our societal expectation has become that all responsible organizations have developed and communicated ethical standards to their members. As a responsible organization, we have stepped up to that standard and adhere to standards the same way we expect other organizations to do.
- **To Protect the Public We Serve:** As responsible Leaders and as a helping organization, we want to provide others with the most assistance possible and never harm anyone. We need to clearly communicate to ourselves those standards of behavior which enable us to do that, especially since our good intentions and efforts alone may occasionally be inadequate to that task. When you look at the Standards, you will see they describe normal, responsible behavior, and represent what you would expect from someone offering assistance and information *to you*.
- **To Protect Leaders Themselves:** The Standards ensure that all Leaders are treated the same regardless of where they are in the organization, who their co-Leaders are, or who their administrators are. This is helpful for move-in Leaders and just for general fairness.
- **Treating Someone Else Like You Would Like to Be Treated:** By reminding each Leader what is *expected*, standards can help *prevent* conflicts by stopping unacceptable acts before they occur. Also by making clear what is *unacceptable*, the Standards can keep a small issue from growing into a large dispute by making clear that it is indeed a transgression. When you look at the Standards, you will see that they describe the

behavior you would like fellow Leaders to have *toward you* on an everyday basis and when you are trying to resolve conflicts.

- **To Enable Constructive Conflict Resolution:** There are occasional hurtful conflicts inside LLL S CA/NV which involve disputes about what is and is not acceptable. These standards help make that clear, enabling swifter and more constructive resolution of issues.

These Standards are the result of months of work by a group of Leaders and professional advisors who volunteered for this task. The Standards went through many drafts, the result of being reviewed many times by others, including by an attorney. In particular, Area Council members reviewed the first draft on October 5, 2002. The BOD and about 40 other interested Leaders reviewed them thoroughly at a lengthy meeting on April 6, 2003. After the plenary session there were several smaller breakout sessions, and the many thoughtful comments led to further revisions and refinements. This final copy of the Ethical Standards was distributed in early May 2003 in an Area EMessage to Leaders with email access and then was given to each Leader who attended the Leader Education Seminar on May 23, 2003.

2003 Ethics Review Committee

Professional Advisors

Diedre Wachbrit, Assistant Area Professional Liaison—Legal; LLL Leader for 2 years, trust and probate attorney in private practice in Thousand Oaks

Stu Hann, Husband of LLL Leader; has assisted at Couples Meetings for many years; speaker at LLL S CA/NV Area Conferences; Associate Technical Fellow at Boeing Commercial Airplanes where he has taught and led System Safety standards-setting for 25 years, Designated Engineering Representative (DER) for the FAA for 15 years, authorized to make safety approvals and mentor other DERs.

LLL S CA/NV Leaders

Ellen Shell, LLL S CA/NV BOD member; Area Publications Coordinator; LLL Leader for 28 years

Karen Lyons, LLL S CA/NV BOD member; Coordinator of Leader Accreditation; LLL Leader for 6 years

Kim Heier, LLL S CA/NV BOD member; Interim Co-Area Coordinator of Leaders; LLL Leader for 5 years

Sharon Fairborn, LLL S CA/NV BOD member; LLL Alumnae BOD since 1990; LLL Leader for 30 years

Shawn Crane, Assistant Area Professional Liaison; LLL Leader for 11 years

Susan Aldana, LLLI Peer Counselor Training Specialist; LLL Leader for 27 years

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