



2.9: Code of Ethical Behavior - *Approved 1/30/21*

The National Association of Pastoral Musicians (NPM) is dedicated to fostering the art of musical liturgy. The association exists to assist the Catholic Church in the United States to sing the praise of God through divinely inspired musical worship. (*See Ends Policies.*)

NPM members, member leaders, and all who represent the association, including event speakers and presenters, agree to the following ethical standards which are essential to our mission in the Church and the world.

The parties named above will:

- Respect the dignity of every human person, regardless of race, national origin, age, religious affiliation, gender identity, marital status, sexual orientation, socio-economic or educational background, disability, or medical condition.
- Maintain appropriate relationships with fellow members, supervisors, colleagues, volunteers, and parishioners of all ages, avoiding any sort of abusive behavior.
- Follow all appropriate and pertinent USCCB and diocesan policies, as well as legal statutes, regarding the reporting of abuse and protection of victims.
- Acknowledge and respect the diversity of the Church and aim to share with, collaborate with, and serve persons of all cultural backgrounds.
- Work toward a more just world for every person, especially those who are marginalized in any way.
- Collaborate with clergy, staff and volunteers, addressing differences of opinion through appropriate channels.
- Commit to ongoing, lifelong education in the development of musical, liturgical, and pastoral skills.
- Respect intellectual property rights by being aware of and complying with copyright law and attendant procedures regarding reproduction and performing rights.
- Be responsible stewards of the association resources with which they have been entrusted.
- Respect the employment rights of others, including incumbent musicians, and be aware of and comply with all laws and procedures pertaining to immigration and work permits.
- Refrain from harming the reputations of colleagues, and maintain professionalism in their use of social media.
- Observe both the spirit and the letter of this Code of Ethical Behavior in their dealings with NPM, with individual members, with the musicians under their supervision, with colleagues, employing institutions, and the communities they serve.

Board members, forum chairs, regional council representatives, and all contracted speakers are required to sign this policy. The policy is available on the NPM website, and published annually in *Pastoral Music* for the general membership. Reports of violations are made to the Board of Directors, which reserves the right to take appropriate action, including but not limited to the cancellation of membership and speaker contracts.