

## PROFESSIONALISM

Professionalism is defined as the competence or skill expected of a professional. The NSSIA certification program is a professional program, and members are expected to act in a professional manner while working. Unprofessional activities will reflect poorly on the organization and as such cannot be tolerated.

The following activities are not acceptable as a NSSIA professional.

1. Negative language in public against another accredited school or certified instructor
2. Public fighting, intoxication or drug activities
3. Conviction of a felony
4. Arrest for an illegal activity
5. Negative posting against a certified instructor or school in media. Negative posting can be as simple as saying your school is better than another school
6. Failure to discipline an employee who violates non-acceptable activities
7. Failure to provide proper NSSIA recommended training, including Title IX training, to employees
8. Failure to report loss of insurance
9. Failure to comply with the NSSIA annual reporting requirement in a clear and concise manner as part of recertification
10. Actions considered detrimental to the visibility or credibility of the NSSIA

Not following these requirements can lead to immediate suspension of your certification with additional training required for re-certification. A hearing will be held to discuss these violations by the Board of Directors within 60 days of notification of a violation.

- Failure to require back stretching and trunk rotation during warm-ups
- Failure to inform adult students of the symptoms of Surfers Myelophia and the need to report them to the instructor

We do understand that due to dangerous surf conditions, a school must move its students to a safer break, sometimes outside their licensed area on an occasional basis. This action is not considered unacceptable behavior.

While failure to report a change of address, phone, or email is not subject to disciplinary action, it is considered unprofessional.

A formal complaint form is available through our HQ on request. All complaints will be acted on immediately by the Board of Directors.

**DISCIPLINE**

Disciplinary action can include loss or suspension of certification or accreditation, notification of disciplinary action to your insurance agency and/or licensing agency, loss of listing on our website, and/or loss of ability to post on our Facebook page.