

Ethics Pledge

- I am not above ethics.
- If you observe me violating ethics, you must bring it to my attention.
- If I do not address concerns or correct behavior, you are obligated to report this behavior.
- I will not, nor will Nesco, ever fault you for reporting unethical behavior.
- Failure to report or address credible unethical behavior implicates me in that unethical behavior.
- I am subject to discipline or termination if I fail to address unethical behavior.