



GIS Colorado (GISCO) Code of Ethics

As creators and guardians of geospatial data, we, the members of GIS Colorado (GISCO), recognize the importance of the effect of ideas conveyed through analysis, and especially the effect of ideas presented in an interactive geographic format. As professionals we hereby establish a Code of Ethics with the following objectives:

- To promote the growth of our industry and the growth of creative endeavors;
- To ensure a professional standard of workplace environment for all development;
- To publicly establish and communicate our standards as geospatial professionals.

This Code is divided into three sections: **Principles**, being basic standards that all members of GISCO commit to uphold; **Workplace**, being standards that all members of GISCO acknowledge as rights for the facilitation of professional delivery; and **Leadership**, being standards for management and leadership of geospatial companies at all levels of GISCO.

Principles

A Code of Ethics is only as strong as the willingness of its members to uphold it. In establishing this Code we commit to a professional standard and as members of GISCO agree to uphold and enforce it for ourselves and our peers. As individual geospatial professionals, we commit that we will:

1. Continually strive to increase the recognition and respect of the profession; uphold the integrity of our work and credit contributions where they are due, never representing another's work as our own, or vice versa;
2. Present ourselves and our skills accurately;
3. Respect intellectual property rights;
4. Seek fair rights to ownership of content that we create;
5. Honor signed legal agreements in spirit and in letter;
6. Promote proper, responsible, and legal use of computing technology at our disposal;
7. Strive to create content appropriate for our stated audience, and never misrepresent or hide data that is open to the public, and specifically we will work strenuously to cooperate with and support local and regional representatives and agencies.

8. Strive to share knowledge even while protecting intellectual property, for the growth of our peers as professional craftspeople and our industry;
9. Strive to promote public knowledge of technology and data, and the strengths of our industry in expanding all boundaries of knowledge.
10. Promote this code of ethics within one's company, with third-party contractors and within the entire profession.

Workplace

As professionals committed to excellence in our field, we hold that:

1. Workplace safety, including physical, and mental safety and comfort, is a basic right for every worker;
2. Discrimination or the tolerance of discrimination of any kind, whether on the basis of race, gender identity, creed, age, sexuality, family status, disability, or national origin, harms us as professionals, limits our craft, and violates this Code;
3. For the integrity of ourselves as professionals and as a professional organization, we will be aware of and adhere to all local laws in the region in which we operate, unless there is an overwhelming ethical conflict in so doing;
4. Fair treatment for geospatial professionals at all levels, whether full time, part time, temporary, or student employees, is required for our operation at a professional standard.

Leadership

As leaders in our professional field, we commit that we will:

1. Understand that an informed and physically healthy workforce benefits geospatial professionals on ethical, creative, and business levels comprehensively;
2. Be forthright in communicating information pertinent to the talent that we lead, and will never knowingly deceive those whom we lead;
3. Adhere to fair schedules and contracts, never committing to delivering more than we can reasonably achieve while maintaining standards of workplace quality of life;
4. Ensure that all employment agreements are fair and legal;
5. Provide for the health of our employees to the best of our abilities;
6. Uphold trust between ourselves and those we lead by ensuring confidentiality of legal documentation and private information;
7. Promote the growth of our industry by supporting the exchange of knowledge and ideas between geospatial professionals, for our mutual benefit;
8. Provide for the future of geospatial professionals and our industry by providing support for families and future professionals, and acknowledge and respect the value of our veteran talent;

9. Ensure to the best of our ability the mental and physical well-being of those whom we lead, maintaining highest standards of workplace quality of life.