

## CWNE Code of Ethics

All wireless professionals who are certified by CWNP as Certified Wireless Network Expert (CWNE) understand that the certification is a privilege that must be earned and maintained. Based on this principle, all CWNE certified individuals are required to commit to support and adhere to this Code of Ethics. CWNEs who intentionally or knowingly violate any canons of this code shall be subject to action by the CWNE Board of Advisors in review of their violation. CWNEs observing an action by another CWNE to be in breach of this Code of Ethics shall report such observance according to the complaint procedure defined in this document. Failure to report such a breach may be considered a breach of this Code of Conduct based on Canon 4.

The CWNE Code of Ethics consists of three primary Canons. This guidance is not intended to be a substitute for ethical judgment of CWNE professionals. The CWNE Board of Advisors will evaluate evidence of ethical breaches. Their decision is final. Discipline may include permanent removal of CWNE certification status at the discretion of the CWNE Board of Advisors.

### Canons

1. CWNEs shall strive to provide quality service related to wireless networking and shall in no way seek personal gain at the financial or personal or corporate harm of others.
2. CWNEs shall act honorably, justly, honestly, and legally in all situations.
3. CWNEs shall advance and protect the wireless networking profession and avoid denigrating the CWNP certifications they hold.

### Complaint Process

When a CWNE discovers an ethical violation of another CWNE-holder, the following process shall be performed.

1. The CWNE or injured party (complainant) shall report the incident(s) and all relevant evidence to CWNP in written or e-mail format. The complainant shall provide contacts validating the complaint as well as any documentation related thereto.
2. The CWNE Board of Advisors shall be provided with the evidence for the complaint and shall hold such evidence in confidence. The board and all CWNP staff shall undertake to keep the identity of the complainant and accused confidential from the general public.
3. The CWNE Board of Advisors shall only evaluate complaints specifying the canon(s) breached and providing evidence of the breach.
4. The accused in a complaint shall be notified of a complaint and given an opportunity to respond to the CWNE Board of Advisors before a decision is made. The accused shall not be informed of the complainant unless deemed necessary by the CWNE Board of Advisors to gather sufficient facts/evidence for a decision.

5. When disagreement exists between the complainant and the accused, the CWNE Board of Advisors may solicit additional information to corroborate, exculpate, rebuttal and surrebuttal to resolve the complaint.
6. When the CWNE Board of Advisors reaches a recommended decision, CWNP shall submit the decision to the accused providing opportunity for a response. If a response is provided, within 10 days, such response shall be provided to the CWNE Board of Advisors.
7. The CWNE Board of Advisors shall take the response into consideration and either alter their decision or maintain their previous decision. At this time, a final decision is rendered.
8. The decision of the CWNE Board of Advisors, at this point, is final and cannot be contested.

### Disciplinary Action

The disciplinary action taken in each case is the decision of the CWNE Board of Advisors. When a final decision has been made (step 8 above), it cannot be contested. The most severe disciplinary action shall be permanent removal of CWNE certification status. However, in legal complaints, any evidence discovered may be provided to appropriate authorities upon their request.