

COMMUNITIES Unlimited

BOARD MEMBERS' CODE OF CONDUCT POLICY

POLICY NUMBER: 02-006

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Last Revised: December 16, 2022

The board commits itself and its members to ethical, businesslike, and lawful conduct, including proper use of authority and appropriate decorum when acting as board members.

Accordingly,

1. Members must have loyalty to the ownership unconflicted by loyalties to staff, other organizations, and any personal interest as a consumer.
2. Members must avoid conflict of interest with respect to their fiduciary responsibility.
 - a. There will be no self-dealing or business by a board member with the organization.
 - b. When the board is to decide upon an issue about which a member has an unavoidable conflict of interest, that member shall absent herself or himself without comment from not only the vote but also from the deliberation.
 - c. Board members will not use their positions to obtain employment for themselves, family members, or close associates. Should a member desire employment, he or she must first resign.
 - d. Members will annually disclose their involvements with other organizations, with vendors, or any other associations that might produce a conflict.
3. Board members may not attempt to exercise individual authority over the organization.
 - a. Members' interaction with the Chief Executive Officer or with staff must recognize the lack of authority vested in individuals except when explicitly board-authorized.
 - b. Members' interaction with public, ~~press~~ or other entities must recognize the same limitation and the inability of any board member to speak for the board except to repeat explicitly stated board decisions.
 - c. Members will refrain from interacting in any public or private way with traditional media channels (newspaper, television, radio or appearing on their social media livestreams. All media inquiries will be redirected to the CEO.
 - d. Members are encouraged to like, repost and comment on Communities Unlimited social media posts as well as tagging Communities Unlimited in personal social media posts that are supportive and non-political in nature.
 - ~~d.e.~~ Members will not express individual judgments of staff performance.
 - ~~e.~~ ~~d.~~ Within the Board purview of monitoring and evaluation of Chief Executive Officer, members may express individual judgments of Chief Executive

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Officer as their own and not as that of the Board.

4. Members will be properly prepared for board deliberation.
5. Members will respect the confidentiality appropriate to issues of a sensitive nature.

