



NABOR Code of Conduct Agreement

I _____ acknowledge that I have been elected to serve as an officer/director of the Navarre Area Board of Realtors®.

I fully understand that this position requires that I serve the members of the organization and that I represent the members in the decisions and activities of the organization. I acknowledge my responsibility to always place the interest of the organization above my personal considerations. I understand that e-mail communication is the primary form of communication for this organization. I pledge to faithfully execute the responsibilities of the office for which I have been elected. I further pledge to uphold the Bylaws of the NATIONAL ASSOCIATION OF REALTORS®, Florida REALTORS®, and the Navarre Area Board of REALTORS®. Recognizing that I cannot adequately represent the views of the membership if I am not present at meetings, I pledge to attend every meeting of the Board of Directors and agree that my signature below constitutes a resignation if I am absent from any three (3) regular Board meetings in a calendar year. Recognizing that I need to be accessible to the membership I pledge to attend every monthly luncheon meeting and agree that my signature below constitutes a call for my resignation if I am absent from any three (3) of each event in a calendar year.

I will, to the best of my ability, serve as an example of this organization's Code of Ethics in all my actions, both as an officer/director of the organization and as a REALTOR®. I will uphold and unequivocally support the decisions made by the Board of Directors of the organization. I understand that breaches of confidentiality, or a lack of integrity will not be tolerated and I acknowledge that any failure by me to abide by this Agreement may result in action by the organization, including, but not necessarily limited to, removal from office.

Act with Integrity: Integrity is fundamental to the NABOR organization. Along with our other values of leadership, passion, accountability, collaboration and quality, it is a pillar of our 2024 Vision. Integrity means doing what is right. By acting with integrity, we reflect positively on the values and reputation of the organization: Excuse yourself from any conversation or situation that may lead to a conflict of interest or a compromising position. Lead by example: If you call on the membership to support a position, ensure that your voice is the loudest, your participation the most meaningful.

Be Honest in Your Decision Making: You are charged to make the strategic and directional decisions of the organization. You are responsible for ensuring that the organization meets its core obligations and that it is well placed to thrive both now, and in the future. Do your research, keep your own counsel and vote honestly and independently with your conscience. Your term may be short, but the implications of your decisions will be long lasting.

Follow the Law: Understand your role, its responsibilities and its limitations. Never put the organization in harm's way thru your voice, written word or actions.

Respect Confidentiality: At times, you will be privy to discussions, information and decisions of a sensitive nature; these shall be deemed confidential unless otherwise stated officially in writing. The president and (with the president's authority) the Association Executive are the organization's spokespeople.

Social Media: We are all ambassadors of the organization, and while social media is personal, it is not private. Volunteer leaders should understand that their personal online activity and commentary can be construed as speaking for the organization, due to the nature of their positions. If you see content in social media that disparages or reflects poorly on NABOR or our stakeholders, you should report it to the Association Executive. All volunteers are responsible for protecting our reputation.

Be Present – be Prepared

In order for you to represent the membership successfully, you are expected to be conversant with the governing documents, NAR's Core Standards, and to review all information in a timely manner. You agree to attend at least one of every committee meeting (so as to gain a thorough understanding of our purpose), and to regularly promote attendance at our events & classes. As leaders, we are responsible for promoting the message that our events & programs provide value and recognize that our personal participation generates the organic growth of the organization.

Name: _____ Date: _____