

# **IWLA York Chapter #67 Code of Conduct for Club Officials**

## **Values**

In addition to the Chapter Objectives stated in Article II of our Constitution, the fundamental values of IWLA York Chapter #67 shall be reflected by all Officers, Directors, Committee Chairmen and other volunteers. These values include:

- Promoting the use of our natural resources for the enjoyment of outdoor enthusiasts.
- Through that promotion, foster support for conservation of natural resources.
- Provide educational opportunities, and access to facilities to foster the enjoyment of the outdoors and outdoor activities.
- Promoting social and legislative awareness of issues affecting the conservation and sustainment of our natural resources, and access to their use for all.

The York Chapter #67 of the Izaak Walton League of America is an all-volunteer, non-profit organization organized under IRS 501(c)3. Governance of our chapter is accomplished through the Board of Directors, elected Officers as defined in Article II of the Constitution, and the various Committee Chairman and committee members as deemed necessary to carry on the work and the aims of the chapter as defined in Article V of the constitution. For the purposes of this Code of Conduct these positions will herein be referred to as “Officials”

## **As an Official of York IWLA #67 I will...**

- Listen carefully and considerately to my fellow Officials
- Always treat my fellow officials with dignity and respect
- Respect and support the decisions of the Board, and the various operating committees, including in cases where I voted “no”
- Recognize that all authority to conduct business within the chapter is vested in the Board as a whole and not with individual board members
- To the best of my ability, keep informed of developments that are relevant to issues that may come before the Board, or may relate to the assigned activities of any committee on which I serve
- Participate actively in board meetings, come to meetings with an open mind and sincere interest in engaging in dialogue with my fellow Officials
- Call to the attention of the Board any issues that I believe will have an adverse or beneficial impact on the mission or programs
- Refer complaints from stakeholders to the appropriate persons in the chain of command
- Represent all stakeholders within the Chapter and not a particular special interest group
- Consider myself a trustee and do my best to ensure that the nonprofit is financially secure, healthy and operating in pursuit of its mission
- To the best of my ability, protect Chapter assets
- Abide by Ground Rules of the Chapter

### **As an Official of York IWLA #67 I will not...**

- Be critical, in or outside of a board meeting, of Officials or their opinions. This does not restrict me from respectfully disagreeing with another board member
- Engage in ad hominem or similar personal attacks of other Officials
- Use the organization or its assets for my personal advantage or financial gain.
- Discuss confidential proceedings or communications (including email) of the Board with non-board members or individuals not privy to such information
- Promise, prior to a board meeting, how I will vote on any issue being brought before the Board
- Interfere with the duties of or undermine the assigned responsibilities of other Chapter Officials

### **As an Official of York IWLA #67, when dealing with IWLA Members, I will ...**

- Ensure a positive experience for members and their guests
- Be polite and respectful in my interactions including those where members may be violating club rules
- Avoid hostile confrontations with members
- Report unsafe or inappropriate behavior or rules violations in confidence to the Board

### **Consequences of Violation of the Code**

In addition to the remedies described in Paragraph 4, Article VII of the Bylaws. The Board may impose the following actions for violation of this Code of Conduct.

Violations of this Code of Conduct should be addressed promptly. Depending on the seriousness of the violation and the other relevant circumstances, violations of this Code may result in a verbal warning, or a written warning, or official reprimand issued by the Board.

For elected Officers and Directors, violations of this Code of Conduct constitute behavior unbecoming the office and may be considered Official Misconduct per Paragraph 4, Article VII of the Bylaws.

Committee Chairman, serve at the pleasure of the President, and may be relieved of duty for violations of this Code of Conduct.

### **Reporting Procedures**

If you become aware of any violation or suspected violation of this Code of Conduct or are asked to depart from this Code of Conduct, please report it promptly to the Chairman of the Board, or the Chapter President. All complaints will be investigated, and corrective action taken as appropriate. We will not discipline, discriminate against, retaliate against, or tolerate any discrimination or retaliation by any other person against any person who in good faith reports a violation or suspected violation of this Code.

# **Code of Conduct Revision History**

Adopted April 2, 2024