



## **NABOR Code of Conduct/Conflict Policy for Staff/Leadership**

Members of the Board of Directors and staff carry certain duties and responsibilities for the well being of the organization. Each Director and staff member will annually sign to acknowledge receipt of the Code of Conduct Policy.

### ***Confidentiality***

Board Members and staff will have access to information, that if revealed to outsiders, could be damaging or sensitive to other members or staff, harmful to the best interests of the organization, or even create legal liability. Information provided to the board and staff may concern personnel, financial, contractual, membership or legal matters. It will often be confidential and is intended for use in decision-making and governance. Information shall be held in the strictest of confidence and shall not be divulged to any outside party, including other members, without authorization of the board chair or association executive.

### ***Conflicts of Interest***

Board members and staff owe a high fiduciary duty to the organization. Thus, no board or staff member shall maintain any business enterprise or other activity that directly conflicts with the interests of the organization. Staff members shall not solicit members for any reason that is not directly related to official business.

### ***Violations***

Violations of the Code of Conduct may result in disciplinary action in accordance with NABOR governing documents. Discipline may include removal of a board member from office or termination of a staff member.

### **ACKNOWLEDGEMENT OF RECEIPT**

I acknowledge that I have received and read a copy of the Code of Conduct and that I am responsible for compliance.

---

Print Name

---

Signature

---

Date