



River Lakes Hockey Board of Directors Code of Conduct

The River Lakes Hockey (RLH) Board of Directors, elected by the membership or appointed and approved by the Board, are expected to comply with the following set of rules in relation to the use of information and decisions made at the Board of Directors meetings, the implementation of policies and business, and their conduct within the association.

1. No member of the board shall knowingly withhold, conceal, or furnish misleading information to any person(s) in the association regarding issues discussed, voted on, or passed by the Board in a regularly scheduled, special, or committee meeting.
2. No member of the board shall directly or indirectly use RLH funds, equipment, supplies or other resources or their position as a member of the board for personal benefit.
3. On behalf of RLH, no member of the board will directly or indirectly offer to pay, promise to pay or make a payment from RLH funds to any supplier without compliance to pre-approved board expenditures.
4. No member of the board will use RLH funds or assets for any unlawful or improper purchases or establish undisclosed or unrecorded funds or assets.
5. No member of the board shall offer or grant preferential treatment to any member, member's child or their own child during traveling tryouts, or any time during their term on the board. No board member shall use their standing or influence to benefit the position or play of their own child during tryouts or the season. Board members will be held to the same code of conduct as the parents/spectators in regard to their behavior before, during and after a game.
6. In any situation where there is a possibility of conflict of interest, unethical conduct or the appearance of such, the board member is expected to immediately disclose the facts to the President of the board in the presence of at least one other board member.
7. In any situation where the possibility of a conflict of interest, of the appearance of such the board member is expected to recuse themselves from the discussion and vote on the issue.
8. No member of the board will discuss confidential information regarding a player, parent or coach-their conduct, financial standing, evaluation status, or history with the association, past grievances, or issues with anyone outside of the board. This would include any family members of the board member, who may inadvertently be privy to such information.

9. Issues and concerns addressed to board members, outside of their area of responsibility will be directed or redirected to the appropriate board member or procedure in place for that issue.
10. Board members will be courteous and conduct themselves in a respectful manner to all when participating or representing River Lakes Hockey in any sanctioned or organized event, game, meeting, tournament, fundraiser, etc.; be it home or away.
11. Board members are not to use, share, or discuss any information communicated within the board of directors, such as information shared and gleaned at a meeting, or via any other communication method, for any purposes than to meet board approved agendas or approved matters that need to be acted on by a board member.
12. All communication to association and non-members must be approved and follow communication processes and protocols.
13. Board members are to follow all documented processes and policies as noted and published. EX: RLH Handbook, Bylaws, BOD Operations Handbook. If a process warrants a change, the change must first be approved, and all corresponding documentation must be updated, only then should the process in place be changed.
14. **Board members Will NOT:**
 - a. Use offensive language
 - b. Show favoritism to players or families
 - c. Physically or verbally abuse players, coaches, or other board members
 - d. Post on social media negative comments about the association, players, coaches or other board members
 - i. 1st Violation – verbal warning
 - ii. 2nd Violation – 1 month suspension from the board, includes meetings and correspondence
 - iii. 3rd Violation – removal from the board
15. Each board of directors needs to attend 8 meetings in order to receive credit for their concession stand hour dibs. If a board of director attends less than 6 meetings in a 12 month period (beginning at the start of the new term in April through March), that BOD will be removed from the board.

I agree to treat my fellow board members, RLH coaches, RLH players and other association members with respect in my participation on the RLH Board of Directors by following this Code of Conduct.

Signed: _____ Date: _____

Please sign and turn this form in to the Board President at the beginning of each year on the board.