

# BOARD CODE OF CONDUCT

The SnVYSA Board aspires to help all youth soccer players develop physically, mentally, and emotionally over time while participating in SnVYSA organized and supervised programs.

This **Board Code of Conduct** applies to all SnVYSA board members. Board members are expected to conduct themselves in a professional, honest and ethical manner. This includes creating a culture of openness, trust, and integrity in all SnVYSA organized and supervised activities and events.

The SnVYSA Board has adopted this Board Code of Conduct and agrees to comply with it. Violation of this Board Code of Conduct may result in disciplinary action up to and including that which is outlined below.

<b>I AFFIRM I WILL:</b>
<b>Behavior</b>
Model positive behavior and recognize that my behavior and conduct can influence the behavior of my fellow board members, other association participants, and reflects upon the association.
Be receptive to feedback and seek continuous personal and professional improvement.
<b>Trust</b>
Hold myself to the highest standards of ethical conduct.
Comply with the applicable state and federal laws and regulations.
Maintain the confidentiality of information entrusted to the association by its participants, except when authorized or otherwise legally obligated to disclose.
Conduct myself in an honest and ethical manner and disclose any actual or potential conflicts of interest by adhering to the conflict-of-interest policy.
Accept as a personal duty the responsibility to keep up to date on emerging issues and to conduct myself with professional competence, fairness, impartiality, efficiency, and effectiveness.
Know and adhere to the associations bylaws and policies.
<b>Respect</b>
Perform duties and actions on behalf of the association properly, diligently, courteously, and with respect for others.
Follow the board's structure and responsibilities by providing accurate and factual information and well-informed recommendations for policy decisions. Make sure policies set by the board are put into action and enforced.
Appreciate diversity and ensure that everyone is treated with fairness and respect.
Treat all participants: board members, coaches, players, staff members, opponents, spectators, and referees with respect always.
<b>Commitment</b>
Perform and fulfil fiduciary duties in good faith, prioritizing the association's best interests, and upholding ethical standards to ensure its long-term success and reputation.
Bring up any concern or issue to the Board and/or Executive Committee for discussion. This includes reasonable inquiry, as an ordinary, prudent, and reasonable person in a similar situation may exercise under similar circumstances.
Uphold and promote the mission, purpose, and function of the association.
Dedicate myself to my role and each task I undertake, actively participate in meetings and fulfill committee responsibilities, and hold myself accountable for my actions and commitments.
Conduct association and operational duties with professionalism and positive leadership, exemplified by open communication, creativity, dedication, and compassion.
Keep board members and participants informed about important issues.
<b>Communications</b>
Communicate with honesty and integrity, while maintaining appropriate boundaries and following all state, league, association, and club standards for communication, including on social media.

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<b>One on One Interactions</b>
Follow and enforce the SnVYSA Safety and Prohibited Conduct Policies for One-on-One interactions with minor athletes which include private training, changing areas, social media, electronic communications, and travel, lodging, and transportation.
<b>Reporting</b>
Understand and act upon the SafeSport mandatory reporting obligations and report any suspected child abuse to law enforcement and to the U.S. Center for SafeSport.
Report any safety concerns in good faith to the U.S. Center for SafeSport when I believe any individual engaged in any SnVYSA organized and supervised event has violated Prohibited Conduct, or any other U.S. Center for SafeSport policy required to be reported.
Self-report my behavior to the SnVYSA President if I violate this Board Code of Conduct or any applicable prohibited conduct policies.
<b>Safety</b>
Ensure facilities and equipment meet appropriate safety standards.
Ensure the association has emergency equipment, training and emergency action plans that they are prepared to execute in the interest of health and safety across all stakeholders.
<b>I AFFIRM I WILL NOT:</b>
<b>Policies</b>
Violate this Code of Conduct or any other policies set forth by SnVYSA, the U.S. Center for Safe Sport, or any game league.
Divulge or release any information of a proprietary and confidential nature relating to the association's strategic plans, finances, operational systems, or members without appropriate approval.
<b>Behavior</b>
Verbally, physically, sexually, or emotionally abuse, harass, or haze any SnVYSA participants: board member, player, peer, coach, team staff member, parent, or referee.
Use association property, financial resources, or services of association personnel for personal benefit.
Use derogatory, discriminatory, or profane language while in attendance at any association meetings, events, practices, games, or tournaments.
Retaliate against any board member or association member for reporting concerns or issues related to the association and its functions or policies.
<b>Social Media</b>
Follow any minor player athletes participating in a SnVYSA organized and supervised activity on their personal and private social media pages and platforms. Board members may follow SnVYSA, Cascade FC, or team social media official pages.
<b>Illegal Substances</b>
Illegally use or possess drugs, alcohol, tobacco, marijuana, or vape while participating in a SnVYSA organized and supervised practice, game, team event, camp, clinic, or any other field event.

## Discipline For Violations

If a board member violates this **Board Code of Conduct**, the board member **MAY** face disciplinary action by the SnVYSA President and/or the SnVYSA Executive Committee based on the severity of the offense from a verbal warning up to including immediate removal from the association.

All Board Code of Conduct violations are required to be documented. Any violation that may result in the board member being suspended or removed will be escalated to the SnVYSA Executive Committee for review and decision before a board member is suspended or removed.

I have read, understand and agree to comply with this Board Code of Conduct.

### Board Member Electronic Signatures (required)