

BOARD OF DIRECTORS CODE OF CONDUCT

(Approved June, 2009 – Includes revisions as of June, 2021)

1. Purpose. The purpose of this policy is to establish general standards of conduct required of members of the Minnesota Hockey (MH) Board of Directors (Board). Board members ("Members") are required to annually sign MH's Conflict of Interest Policy. Any other applicable federal, state and/or local law, including MH Bylaws, shall govern in the event of any conflict between such applicable law and this policy.

2. General Standards of Conduct. In order to fulfill its responsibility and support the vision, mission, values and goals of MH, the Board functions as a collegial unit. The Board functions well as a unit when the individual members act ethically, are committed to working together, operate in a non-partisan manner and speak with one voice. The Board creates a positive climate when it focuses on the future, acts with integrity and civility and uses its influence appropriately.

3. Authority To Act. Each Member is strongly encouraged to contribute his or her perspectives and talents to the Board. Although Members are free to respectfully voice their personal opinions, no Member has the authority to act on their own to further a personal agenda. Further, no Member has the authority to direct MH employees, volunteers or operations, unless otherwise provided for in the MH Bylaws.

4. Informed Decision-Making. Members strive to make informed decisions based on sufficient information, thoughtful deliberation and comprehensive understanding of issues. To achieve that goal, Members gather information by listening, asking questions, analyzing materials and exploring issues thoroughly in conjunction with other Members, employees, volunteers and other constituency groups.

5. Support for MH Rules As Presented in the MH Handbook. MH administrative and playing rules are detailed in the MH Handbook under Articles of Incorporation, By-Laws, Youth Rules and various policies and procedures. In addition, MH, as an affiliate of USA Hockey, follows the USAH rules as outlined in its handbook. Members are to uphold the rules adopted by both organizations and outlined in each handbook. However, as MH evolves, changes to the rules outlined in these handbooks may be necessary and, to that end, expression of ideas and opinions are also necessary. Expression of such ideas and opinions should be done with respect for the existing rules, their creators and current board members.

6. Official Spokesperson. Members are the stewards of the organization and advocates of its policies and programs. The official spokesperson for the Board is the **President** of the Board or the **President's** designee. Whenever a Member issues a statement verbally, in writing or via a social media platform that could conceptually become public information, the statement should be identified as the personal opinion of the Member and not the official position of MH, unless specific permission to speak officially was granted by the Board. In the case of social media, the above holds true regardless of whether the Board member's or representative's name is visible on the account or not.

7. Removal. If the Board determines that the conduct of a Member has violated the member's professional or fiduciary responsibilities, Board policies or other governing law, the Board may recommend that the member be removed from the Board, for cause, under MH Bylaws, Article 7, or establish such other discipline as the Board deems appropriate. Any three Members of the Board of MH may bring to the President, or immediate past president if the situation involves the President, in an anonymous manner an allegation that a Member has violated the standards of conduct in this Code of Conduct. The President shall discuss the allegations with the Member alleged to have violated this Code of Conduct. If the President or the three initiating Members do not believe that the conduct has been rectified, either may bring the matter to the full Board for a determination of whether the Member should be removed from the Board for cause or other appropriate discipline. In addition, if any other person believes a member has violated this Code of Conduct, such person may bring to the President, or immediate past president if the allegation involves the President, in an anonymous manner such allegation to be addressed in the same manner as if the allegation was raised by a Member.

8. Standards of Personal Conduct. Each Member should conduct themselves in a manner that exhibits respect, concern, courtesy, and responsiveness in carrying out the Board's mission and responsibilities. Members shall demonstrate the highest standards of personal integrity, truthfulness, honesty, and fortitude in all activities related to inspire confidence and trust in our activities. Violation of such conduct includes, but is not limited to: (a) the use of abusive language to other Members, affiliate representatives, players, parents or others while conducting MH business; (b) consumption of or under the influence of an alcoholic beverage or illegal drug during Board or committee meetings or while conducting MH business; (c) possession of unauthorized materials such as explosives, firearms, weapons or similar items during Board meetings or while conducting MH business; (d) discourtesy, rudeness to a fellow Board Member, staff member, affiliate member, volunteer, player or parent; (e) verbal, physical or visual harassment of another Board Member, staff member, affiliate member, volunteer, player or parent; (f) actual or threatened violence toward any individual or group; (g) conduct endangering the life, safety, health or well-being of others; (h) failure to follow any MH policy or procedure; and (i) bullying or taking unfair advantage of any other Member, staff member, affiliate member, player or parent.

9. Attendance at Board Meetings. Members are expected to regularly attend Board meetings, and to participate in Board meetings in a constructive and positive manner. Members should be prepared to discuss the issues and business on the agenda and read all background materials provided. Members should cooperate and respect the opinions of fellow Members and leave personal prejudices out of all Board discussions. Members are expected to attend Board meetings in a condition that enables them to participate in the meeting in compliance with the standards and ideals set forth in this policy.

10. Support of Board Actions. Members must support Board decisions even when the Member does not personally support the action taken.

WHISTLEBLOWERS POLICY

(Approved September, 2011)

Minnesota Hockey has a Whistleblowers Policy in compliance with the Sarbanes-Oxley Act of 2002.

If any employee, volunteer, player, coach, official, officer or director of Minnesota Hockey ("Members") reasonably believes that some policy, practice, or activity of MH is in violation of law, a written complaint may be filed by that member with the President or Executive Director of Minnesota Hockey.

It is the intent of MH to adhere to all laws and regulations that apply to the organization, and the underlying purpose of this Policy is to support the organization's goal of legal compliance. The support of all employees, volunteers, officers, or directors is necessary to achieving compliance with various laws and regulations. A Member is protected from retaliation only if the Member brings the alleged unlawful activity, policy, or practice to the attention of MH and provides MH with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to members that comply with this requirement.

Minnesota Hockey will not retaliate against a Member who, in good faith, has made a protest or raised a complaint against some practice of MH, or of another individual or entity with whom MH had a business relationship, on the basis of a reasonable belief that the practice is in violation of law, USAH/MH rules or bylaws, or a clear mandate of public policy.

MH will not retaliate against a Member who: (a) discloses or threatens to disclose to a supervisor, officer or a public official any activity, policy, or practice of MH that the Member in good faith reports a violation, suspected violation, or planned violation of any federal or state law or common law or rule adopted pursuant to law to an employer or to any governmental body or law enforcement official; (b) is requested by a public body or office to participate in an investigation, hearing, inquiry; or (c) refuses an employer's order to perform an action that the employee has an objective basis in fact to believe violates any state or federal law or rule or regulation adopted pursuant to law, or the employee informs the employer that the order is being refused for that reason. Any Member making a report concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates an actual or potential issue addressed by this Policy.

Whistleblower protections cover two important areas – confidentiality and retaliation. To the extent possible, the confidentiality of the whistleblower will be maintained. However, an individual's identity may have to be disclosed for prosecution, provided that the Member shall be informed prior to disclosure.

If a Member believes they are being retaliated against, they must contact the President or Executive Director immediately.

All Board Members are required to sign-off that they received a copy of this policy and understand it. Further, Board members shall be provided with an opportunity to ask questions about the Policy.