

## USHJA POLICY STATEMENT

**Subject: Board Code of Conduct**

**Policy Number: BOD100**

**Date of Board Adoption: September 9, 2011**

**Board Approved Effective Date: September 9, 2011**

The USHJA Board is committed to effective decision-making and, once a decision has been made, speaking with one voice. Towards this end Board members will:

- Speak from broad member and community interests, putting the needs of the sport ahead of the needs of a specific group, individual or faction of the membership and stakeholders.
- Speak for themselves (“my own thinking on this is that...”) rather for than a group of members.
- When a Board member serves on a USHJA Committee, it is important that they remember they are serving as an individual rather than as a Board Representative/Member.
- Express additional or alternative points of view and invite others to do so as well.
- Refrain from “lobbying” other Board members outside of Board meetings that might have the effect of creating factions and limiting free and open discussion.
- On important issues, be balanced in one’s effort to understand others and to make oneself understood.
- Once made, support, indeed defend, Board decisions, even if one’s own view is a minority one.
- Not disclose or discuss differences of opinion on the Board outside of Board meetings, especially with staff, volunteers or clients. (For this reason information on who votes for and against any particular motion will not be recorded in meeting minutes unless a director requests it).
- Respect the confidentiality of information on sensitive issues, especially in personnel matters.
- Refrain from speaking for the organization unless authorized to do so.
- Disclose one’s involvement with other organizations, businesses or individuals where

such a relationship might be viewed as a conflict of interest (see Conflict of Interest Policy) and willingly set aside the interests of those organizations, businesses or individuals when making policies and decisions that impact the overall sport and USHJA membership and stakeholders.

- Refrain from giving direction, as an individual Board member, to the Executive Director or any member of staff.
- Not circumvent the Executive Director in order to seek/obtain information for the purpose of evaluating his/her performance.