

Altitude FC

BOARD OF DIRECTORS: CODE OF CONDUCT

APPROVED ON 1/17/2024

I. Legal and Financial Requirements:

1. Compliance with 501(c)(3) Status:
 - Operating exclusively for charitable and educational purposes.
 - Avoiding political lobbying and substantial involvement in political campaigns.
2. Fiduciary Duty:
 - Acting in the best interest of the organization.
 - Exercising due diligence and prudence in financial matters.
3. Financial Oversight:
 - Approving budgets during Board Meetings.
 - Reporting on the financial state of the organization during Board Meetings at reasonable intervals (three to four times a year).
4. Conflict of Interest:
 - Adhering to the Conflict of Interest Statement.
5. Record-Keeping:
 - Maintaining accurate and complete records of financial transactions, meetings, and decisions.

II. Ethical Requirements:

1. Transparency and Accountability:
 - Being transparent with stakeholders about activities, finances, and impact.
 - Being accountable for the organization's mission and funds received.
2. Mission Integrity:
 - Ensuring activities align with the stated mission and purpose.
3. Respect for Stakeholders:
 - Respecting the rights and dignity of all individuals affected by the organization's activities.
 - Recognizing the significance of maintaining positive relations with stakeholders to ensure ongoing support, a favorable public image, and continued contributions.
4. Compliance with Laws:
 - Adhering to all applicable laws and regulations.
5. Donor Privacy:
 - Respecting donor privacy and confidentiality.
6. Professionalism:
 - Conducting Board Meetings and organizational activities professionally;

explicitly, providing and receiving feedback in a conducive manner, avoiding personal attacks, choosing words carefully and maintaining a

professional tone, avoiding offensive language or inappropriate humor, offering constructive solutions, and focusing on moving discussions toward actionable outcomes.

III. Behavioral Expectations:

1. Embodying Organizational Values:

- Inclusivity: creating an environment that embraces and respects diversity in all its forms.
 - Respect: recognizing and valuing the dignity, worth, and contributions of all individuals involved, including staff, volunteers, beneficiaries, donors, and community members.
 - Diligence: committing to thoroughness, attention to detail, and a proactive approach to addressing challenges.
 - Diplomacy: navigating complex situations, building partnerships, and promoting the organization's mission and goals.
- Integrity: adhering to strong ethical principles, honesty, and transparency in all actions and decision-making processes.

2. Role Models:

- Serving as role models to the Club by embodying ethical and upstanding behavior; explicitly, leading by example, demonstrating compliance with laws, rules, and regulations, holding ourselves and fellow Board Members accountable for actions and decisions, and listening to and valuing feedback from members.

IV. Intolerance for Certain Actions:

1. Discrimination:

- The Club will not tolerate unjust or prejudicial treatment of individuals or groups based on gender, sex, sexual orientation, race, ethnicity, class, origin, age, disability, or other protected attributes.

2. Exclusion:

- The Club will not tolerate the exclusion of individuals or groups from socials, Club-sanctioned events, or soccer-related activities based on any protected attribute listed above.

3. Sexual Assault/Harrasment:

- The Club will not tolerate non-consensual sexual contact, unwanted sexual comments or advances, non-consensual sharing of intimate images, or any form of sexual assault.

V. Decision-Making Process:

1. Robert's Rules of Order:
 - Following Robert's Rules of Order for decision-making.
 - Board decisions are final unless revisited at the same Board Meeting or found to be in violation of the law or the Bylaws.

VI. Communication Guidelines:

1. Diplomacy:
 - Handling communication with other Board members in a diplomatic, agreeable, and friendly manner.
2. Disagreements:
 - Addressing internal disagreements primarily during Board motions and debates in Board Meetings.
3. Disputes:
 - Ethical and judicial matters can be brought to the Vice President for resolution.

VII. Consequences for Violations:

1. Censure:
 - Any Board Member can bring a censure on another Board Member to vote as a warning for repeated violations of the Code of Conduct.
2. Suspension:
 - If a Board Member still violates the Code of Conduct after being censured, the President can suspend the Board Member (in accordance with Bylaws Article 4 Section 2), as long as the suspension is approved by a majority vote from the Board.

VIII. Code of Conduct Review:

1. Annual Review:
 - The Code of Conduct will be reviewed annually for relevance and effectiveness.
2. Revisions:
 - Board members can suggest improvements or provide feedback during the annual review.
3. Inauguration:
 - Newly elected Board members have to review and sign a copy of the Board Code of Conduct within the first official Board Meeting after election.

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