

Code of Ethics Policy

Organization: Red Mountain Community Social Club

Effective Date: April 7, 2026

Approved by: RMCSB Board

1. Purpose

The purpose of this Code of Ethics is to establish a standard of professional and personal conduct expected of board members (Officers and Directors), chairpersons, members and representatives of Red Mountain Community Social Club. This policy supports our commitment to integrity, accountability, transparency, and lawful behavior in all activities carried out on behalf of the Organization.

2. Scope

This policy applies to all individuals representing the Organization, including:

- Officers
- Directors
- Chairperson
- Members
- Representatives
- Officers
- Contractors acting on behalf of the Organization

3. Guiding Principles

All representatives of the Organization are expected to uphold the following ethical standards:

3.1 Integrity and Honesty

- Act with honesty, fairness, and good judgment.
- Conduct organizational activities in a truthful and transparent manner.
- Avoid any conduct that could discredit the Organization.

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3.2 Compliance with Laws and Policies

- Follow all applicable federal, state, and local laws and regulations.
- Comply with all organizational policies, procedures, and governing documents.
- Report suspected violations promptly.

3.3 Accountability

- Use the Organization's resources—including funds, property, and information—responsibly and solely for legitimate organizational purposes.
- Maintain accurate and complete records when handling finances, programs, or reporting.

3.4 Confidentiality

- Protect confidential or sensitive information obtained through involvement with the Organization.
- Share such information only when authorized and only with individuals who have a legitimate need to know.

3.5 Respect and Fairness

- Treat all individuals with dignity, courtesy, and respect.
- Foster an inclusive and welcoming environment free from harassment, discrimination, or retaliation.
- Uphold principles of fairness in decision-making and interactions.

3.6 Avoidance of Conflicts of Interest

- Avoid situations where personal interests may conflict—or appear to conflict—with the interests of the Organization.
- Disclose any potential conflicts and follow the Organization's Conflict of Interest Policy.

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3.7 Responsible Stewardship

- Protect organizational assets, including physical property, intellectual property, financial resources, and public trust.
- Engage in ethical fundraising practices consistent with donor intent and donor privacy protections.

3.8 Professional Conduct

- Behave in a manner that positively reflects the Organization and its mission.
- Demonstrate professionalism when interacting with members, donors, partners, vendors, and the public.
- Avoid behavior that could harm the Organization's reputation.

4. Duty to Report Misconduct

Any representative who becomes aware of violations or potential violations of this Code of Ethics has a responsibility to report the matter to:

- The Board President or a member of the board.
- Another board member, if the issue involves the Board President

No individual will be retaliated against for making a good-faith report.

5. Enforcement

Violations of this Code may result in appropriate corrective actions, which may include:

- Verbal or written warnings
- Termination from board service, or advisory positions as applicable
- Legal action for serious misconduct

All actions will be determined by the Board members in accordance with organizational policies and applicable laws.

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6. Acknowledgment

All board members, (Officers and Directors), and Chairpersons must review this Code of Ethics and sign an acknowledgment confirming:

- Their understanding of the policy
- Their agreement to comply with its terms
- Their responsibility to report concerns or violations

Policy Review

Policies and procedures are reviewed and revised at the direction of the Board President as needed or to align with changes in the law or changes in organizational practices.