

**CODE OF CONDUCT
FOR BOARD MEMBERS, OFFICERS AND
COMMITTEE MEMBERS OF
THE BLUE MOUNTAIN PROPERTY OWNER ASSOCIATION**

- I. **Purpose:** The Blue Mountain Property Owners Association (The "Association") Board of Directors (The "Board"), will use its best efforts at all times to make decisions that are consistent with maintaining or increasing the value, desirability, and safety of Blue Mountain Subdivision (BMS).

The Board of Directors, committee chairs and committee members will follow the Code of Conduct and uphold the community Mission Statement, Values, and Vision in order to guide and maintain a high standard of ethical conduct in the execution of Association business and to ensure that residents maintain confidence in and respect for the entire Board of Directors and committees of the Association.

The following principles and guidelines constitute the Code of Conduct:

II. **Members of the Board of Directors and committees will:**

- A. Strive at all times to serve the best interests of the association as a whole regardless of their personal interests, political opinions, religious orientations or beliefs
- B. Use sound judgment to make the best possible business decisions for the association, taking into consideration all available information, circumstances and resources.
- C. Function within the boundaries of their authority as defined by law and the governing documents of the association.
- D. Provide opportunities for residents to comment on Association current business at BMPOA member meetings.
- E. Perform their duties without bias for or against any individual or group of owners or non-owner residents.
- F. Disclose personal or professional relationships with any company or individual who has or is seeking to have a business relationship with the association and recuse themselves from discussions/voting on that matter.
- G. Conduct open, fair and well-publicized elections.
- H. Keep detailed records of voting, financials, compliance and meeting minutes as outlined in the POA covenants.
- I. Always speak with one voice by separating debate from decision-making and mutually supporting all duly adopted Board decisions.
- J. Act in a professional and respectful manner when performing board duties.
- K. Communicate wisely and circumspectly, being both private citizens and representative board members concurrently, when posting or commenting via online tools.

III. Members of the Board of Directors and committee members will not:

- A. Reveal confidential information provided by contractors or share information with those bidding for association contracts unless specifically authorized by the Board.
- B. Make unauthorized promises to a contractor or bidder.
- C. Use their positions or decision-making authority for personal gain or to seek advantage over another BMPOA member.
- D. Spend unauthorized association funds for their own personal use or benefit.
- E. Accept any personal gifts—directly or indirectly—from owners, residents, contractors or suppliers.
- F. Misrepresent known facts in any issue involving association business to residents or any other party for any reason, including but not limited to; advancing a personal cause, influencing the community or other party in a decision involving association business, or placing pressure on the Board to advance a board or committee member's personal cause.
- G. Divulge personal information about any association owner, resident or employee that was obtained in the performance of board or committee duties.
- H. Make personal attacks on colleagues, staff or residents.
- I. Harass, threaten or attempt to intimidate any board member, committee member, owner, resident, employee or contractor.
- J. Reveal to any owner, resident or other third party the discussions, decisions and comments made at any meeting of the Board properly closed or held in executive session.
- K. Discriminate against POA members or guests based on race, color, religion, national origin, gender, sexual orientation, familial status, disability or political affiliations.

IV. Agreement to the Code of Conduct and Violation Policy:

- A. Board and committee members understand that they have various duties to the Association and that they will be in breach of such duties if they violate the Code of Conduct.
- B. By accepting a nomination each candidate agrees to abide by the Code of Conduct while running for election. Failure to abide by the Code will result in removal from consideration for nomination and election to the Board. Elected candidates will be asked to sign this document prior to taking office and again following the Annual Meeting. Failure or refusal to sign and agree to the Code of Conduct by any board member will result in their immediate removal from the Board or committee.
- C. Board and committee members who violate the Association's Code of Conduct are deemed to be acting outside the course and scope of their authority. Anyone in violation of this policy may be subject to action including, but not limited to: 1) Reprimand, 2) Removal from position by a vote of the board members.
- D. The Board may appoint a separate, impartial committee to investigate the violation. The investigation committee shall review the evidence of violation, endeavor to meet with the board member or committee chair or member believed to be in violation, and

present its findings and recommendations to the Board for appropriate action.

- E. No provision of this Agreement can be rescinded, altered, and or amended without a majority vote of the members of the Board of Directors. Any changes made to this document will be recorded by the board in routine meeting minutes.

By signing below, I acknowledge that I agree to abide by the Code of Conduct above and understand refusal to sign will result in immediate removal from the Board or committee.

Printed Name

Signature

Date