

**CODE OF CONDUCT
THE BLUE MOUNTAIN PROPERTY OWNER ASSOCIATION
BOARD MEMBERS**

- 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).

Board 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 Association Board.

The following principles and guidelines constitute the Code of Conduct:

II. Members of the Board 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 Association meetings as required by the Association's governing documents and law.
- 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 and fair elections in compliance with the Association's governing documents and law.
- H. Keep detailed records of voting, financials, compliance and meeting minutes as outlined in the governing documents and as required by law.
- I. Board members must maintain a united front. While internal dissent and robust debate are vital to governance, Board members must refrain from speaking against or undermining approved Board resolutions and decisions.
- J. Act in a professional and respectful manner when performing Board duties.
- K. When utilizing social media, blogs, or other digital platforms, Board members must maintain a high standard of discretion. Board members must recognize that their public

BMPOA BOARD
Code of Conduct

statements can be attributed to the Board or Association, regardless of intent. Consequently, personal online activity must not conflict with Board duties, breach confidentiality, or undermine approved Board decisions.

III. Members of the Board 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 position or decision-making authority for personal gain or to seek advantage over another Association member.
- D. Spend unauthorized Association funds for their own personal use or benefit.
- E. Accept any personal gifts—directly or indirectly—from members, owners, residents, guests, employees, contractors or suppliers.
- F. Misrepresent known facts in any issue involving Association business to members 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 member's personal cause.
- G. Divulge personal information about any Association member, owner, resident, employee, contractor, or other person that was obtained in the performance of Board 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 Association members, owners, residents, employees, guests, or contractors 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 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 the Code of Conduct prior to taking office and yearly following the Annual Meeting. Failure or refusal to sign and agree to the Code of Conduct by any Board member may result in their removal from committees and the Board pursuant to the Association's governing documents and Virginia Law.
- C. Board 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 the Code

of Conduct may be subject to action including but not limited to: 1) Reprimand or 2) Removal from the Board as authorized by the Association's governing documents and law.

- D. The Board may appoint a separate, impartial committee to investigate a violation. The investigation committee will review the evidence of violation, endeavor to meet with the Board member believed to be in violation, and present its findings and recommendations to the Board for appropriate action.
- E. No provision of this Code of Conduct can be rescinded, altered, or amended without a majority vote of the members of the Board of Directors. Any changes made to this Code of Conduct will be recorded by the Board in the Board's meeting minutes.

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

Printed Name

Signature

Date