

2009 ESFNA CODE OF CONDUCT

Be respectful.

You are expected to treat the general community and each other with respect. ESFNA believes everyone can make a valuable contribution. You may disagree with others' point of view, but that is no excuse for poor behavior. Meetings may not go as efficiently as you would like and you may be frustrated. Your frustration should not drive you to be angry at your fellow board members.

Be collaborative.

The quality of ESFNA's event depends on your collaboration. You are expected to aim high and collaborate with other ESFNA endorsed interest groups. You are expected to practice open and honest communication and your work should always be done transparently.

Be considerate.

You work in a team environment and decisions are made in unison. You as a board member are expected not to interfere with and/or change decisions made collectively by the Executive Committee or by each office and sub-groups of ESFNA. You are expected to respect the laws we want others (players, guests, vendors, etc.) to abide by. You are to lead by example.

Seek advice from others.

You should not put any effort to avoid disagreement. Remember that ESFNA welcomes differing point of views. You are advised to work with your fellow board members to come to an agreement. You have to remember that ESFNA's board members have diverse background and they are capable individuals to solve anything if they put their mind together.

Conflict of interest.

You are expected not to engage in any activity that might create a conflict of interest. If you are in doubt, always ask your fellow board members or the EC for help. You are expected not to take advantage of your position for personal gain through inappropriate use of confidential ESFNA non-public information. Honesty is ESFNA's policy; You are required to conduct ESFNA's business with the highest standards of ethical behavior.

Ask questions.

"When in doubt, sing loud". You can not possibly know everything and you are not perfect. Asking questions clears any ambiguities you may have. Be polite when you ask others and be reactive if you were asked. You are encouraged to ask your questions clearly and they must be related to the subject being discussed.

Resign thoughtfully.

ESFNA board members come and go and when it is time for you to leave this organization or your respected teams you should transfer all documents, equipments and assets which may belong to the organization. You are expected to guide your replacement with the technicalities of our day-to-day business. You are also expected to communicate ESFNA's vision, mission and goal.

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I, the undersigned, understand and comply with ESFNA's Code of conduct. These are the expected behaviors for all board members and if I witness to the contrary I will report those who are in violation of ESFNA's code of conduct.

I, the undersigned, may choose to forward my report to the Executive Committee in writing or to the general assembly during the annual meeting. ESFNA guarantees confidentiality of such report to each board member. Retaliation against players or board members who come forward to report indisputable concerns are not allowed.

I, the undersigned, am in full compliance with ESFNA's Code of Conduct and will continue to comply as long as I am the member of this organization.

Print Full Name

Primary Representative Signature

Group Name

Print Full Name

Secondary Representative Signature

Group Name