

RPENM Board Code of Conduct

These are our principles for members of the **RPENM Board**. These principles are meant to promote high standards of ethical conduct and integrity, and to help foster a professional and collaborative environment.

- **Act in Good Faith** - Act in good faith and in the best interest of the RPENM Board when carrying out your responsibilities as a Board member.
- **Be an Advocate** - Promote RPENM's mission, vision, purpose, and public policy positions.
- **Abide by RPENM's Governing Policies and Procedures** - Abide by and uphold our Bylaws and Procedures.
- **Be Thoughtful and Informed** - Seek information and ask questions as needed. Stay apprised of issues impacting RPENM and its members.
- **Be Engaged** - Be prepared, regularly attend meetings, and actively participate in Board discussions.
- **Exercise Sound Judgement** - Use reasonable care and exercise best judgment in governing and managing the affairs of RPENM.
- **Disclose and Avoid Conflicts of Interest** - Disclose potential conflicts of interest regarding any matters that come before the Board and abstain from discussion and voting on any matter in which you may have a conflict of interest.
- **Protect and Preserve Confidential and Privileged Information** - Protect and preserve all confidential and privileged information, including verbal and written communications. Understand that this obligation continues beyond your service as a Board member.
- **Stand Behind Decisions of the Board** - Vote based on your individual conviction for what is in the best interest of the organization but, once a decision is made by the Board, support the majority decision.
- **Protect RPENM's Interests** - If you have concerns of any nature, raise them with the entire Board, or directly with the RPENM President or Executive Director.

- **Be a Team Player** - Promote collaboration, cooperation, and teamwork among members of the Board and all retirees. Encourage open and honest communication among Board members.
- **Be Mindful of Your Actions and Communications** - Avoid acting or speaking on behalf of the Board or RPENM unless you obtain prior approval. Take care not to compromise or put RPENM's reputation or integrity at risk. Personal opinions should be expressly qualified as such.
- **Act in a Professional and Considerate Manner** - Be professional and courteous in your interactions with fellow Board members and staff. Be open to and respectful of different opinions, backgrounds, and perspectives. Listen to and be considerate of what others have to say.

Board Member Acknowledgment

I, _____, acknowledge that I have received the RPENM Code of Conduct; agree to abide by the principles set forth in the Code of Conduct; and understand my role and responsibilities as a member of the RPENM Board.

Signature

Date

Printed Name

