



Grand Forks International
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BOARD POLICY # 1000

Board Policy

Code of Conduct Policy

Approval Date: 12 August 2025
Rescinded: N/A

Purpose

This Code of Conduct outlines the expectations for directors, volunteers, and staff of the Grand Forks International Baseball Society (the "Society"). All individuals in these roles are expected to uphold the values and mission of the Society with integrity, professionalism, and dedication.

Policy Statements

General Conduct

All directors, volunteers, and staff will:

- Act honestly, ethically, and in good faith in all Society matters.
- Treat colleagues, volunteers, sponsors, athletes, and the public with respect and courtesy.
- Uphold a high standard of professionalism and avoid conduct that could reflect poorly on the Society.

Best Interests of the Society

Directors and staff must:

- Act in the best interests of the Society at all times, above personal, professional, or political interests.
- Avoid conflicts of interest and disclose any potential conflicts immediately to the board.
- Promote and protect the integrity and reputation of the Society in all public, private, and online communications.

Financial Integrity

Directors and staff will:

- Ensure responsible stewardship of Society funds and assets.
- Approve and manage budgets with diligence and transparency.
- Refrain from any misuse of Society resources for personal gain or unauthorized purposes.

Confidentiality

All directors, volunteers, and staff are required to:

- Maintain the confidentiality of sensitive or privileged information acquired through their role.
- Refrain from discussing internal matters, financial details, or personal information outside of appropriate channels.
- Continue to uphold this obligation even after their term or employment ends.

Attendance & Participation (Directors)

Directors are expected to:

- Attend all regularly scheduled board meetings unless exceptional circumstances prevent participation.
- Provide advance notice to the **Chair** or **Secretary** if unable to attend.
- Attend a minimum of 75% of regularly scheduled meetings annually to remain in good standing.
- Not become absent for 3 consecutive meetings.
- Actively participate in board discussions and committee work.

Failure to meet attendance expectations without valid reason may result in a review by the board and possible removal in accordance with the Society's bylaws.

Compliance with Laws and Policies

All directors, volunteers, and staff shall:

- Abide by the Society's bylaws, policies, and procedures.
- Comply with applicable local, provincial, and federal laws, including those governing nonprofits in British Columbia.
- Cooperate with internal reviews or external audits as required.

Reporting Concerns

Any breach of this Code of Conduct must be reported to the Chair of the Board or an appropriate officer. The Society will review and address concerns promptly, fairly, and confidentially.

Acknowledgment

All directors and staff are required to sign this Code of Conduct upon appointment or hire and reaffirm their commitment annually.

Signed: _____

Date: _____

Name: _____

Created On:	August 12, 2025	Revised On:	
This document replaces the last revision of:			
Approved by Board:			
Endorsed by Operations:			
Circulated on:			