

Brandon Pickleball Club

Board Code of Conduct

Board members need to demonstrate ethical and professional conduct to maintain the confidence of the membership of the Brandon Pickleball Club (BPC) and the public. This commitment includes proper use of authority and appropriate actions in group and individual behavior when serving as board members.

1. Board members must be loyal to the interests of the organization over and above any:
 - a. Loyalty to advocacy or interest groups;
 - b. Membership on other boards;
 - c. Personal interest of any board member acting as an individual consumer of this organization's services.
2. Board members are trustees of public confidence and securities. They must minimize any conflict of interest as instructed by Brandon Pickleball Club By-Laws and Pickleball Canada Policy – Conflict of Interest.
3. Board members must not exert any individual authority to speak for BPC when they interact with the public, media and other entities unless granted this authority by the whole board.
4. As a board member I understand that I have duties of care, loyalty and obedience to the organization.
 - a. The duty of care is the duty to pay attention to the club, to monitor its activities, see that its mission is being accomplished and guard its financial resources.
 - b. The duty of loyalty is the duty to avoid conflict of interest, and
 - c. The duty of obedience is to carry out the purpose of the club and to comply with the law.
5. Board members must protect the confidentiality of any information received by the board. They must make sure all confidential information is only used as authorized. Board members must not use board information for their personal advantage or benefit.
6. Board members deal with outside entities or individuals and with each other using fair play, ethics and straightforward communication.
7. Appeal process: the appeal process exists to ensure that all disciplinary actions taken against club members are equitable. The council to whom a disciplinary decision is appealed will review the previous decision and rule on its appropriateness given the infraction(s) committed. With the concept of equity in mind, be forewarned that appeal of a disciplinary decision that seems extreme to the club member(s) could result in an even stiffer penalty being levied by the council who hears the appeal. Appeal process is described as follow:
 - a. Written notification from club member(s) who wish to appeal to the Board indicating the reason for the appeal, and any circumstances related to the situation that caused the infraction must be submitted within 72 hours after receiving the infraction notification.
 - b. Upon receiving appeal request, copies of the member(s)' appeal statement will be distributed to the Board members. Within 5 business days after receiving the appeal notification, an appealing council should be formed by:
 - i. The Board appoints one person to be on the council.
 - ii. The member(s) wish to appeal appoints one person to be on the council.
 - iii. A chairperson appointed by the 2 persons as indicated in 15c. i. and 15c. ii.

- c. A hearing will be scheduled with the appealing council. Copies of the member(s)' appeal statement will be distributed to the council members. The previously issued disciplinary decision may be upheld, rejected or modified, pending outcome of the hearing, by Special Resolution of the appealing council, provided the member(s) have been given notice of, and the opportunity to be heard at, such hearing.
- d. The decision by appealing council is final, and will be documented in written and be filed with the Secretary.

Signature of Board Member

Date

Approved: March 19, 2024