

**Eastern Pennsylvania Alliance of Climbers (EPAC)
Board of Directors Code of Conduct and Acknowledgement**

EPAC's policy is to uphold the highest legal, ethical, and moral standards. Our donors and volunteers support EPAC because they trust us to be good stewards of their resources, and to uphold rigorous standards of conduct. Our reputation for integrity and excellence requires the careful observance of all applicable laws and regulations, as well as a scrupulous regard for the highest standards of truthfulness, honesty, and fortitude.

1. I understand that membership on the Board of Directors is **not a right, but a privilege** bestowed on me by my colleagues to allow me to serve with them to advance the mission of the EPAC and I pledge to work to that end.
2. I understand that to fulfill my fiduciary and other responsibilities, I must be fully **knowledgeable about EPAC**. I pledge that I will read and understand the bylaws, policies, financial reports, committee reports and other documents pertaining to the operations of EPAC, and that I will devote the time necessary to stay current, to actively participate in Board meetings and to help set the strategic direction for EPAC
3. I understand that I have a fiduciary responsibility to oversee the finances of the EPAC and to **protect its non-profit status**. I will make myself aware of generally accepted accounting principles, the association's finances, read and understand the association's financial reports, and obtain any information I need to fulfill this obligation.
4. I understand that **funds** contributed to the EPAC by donors and other means are done so to **further the mission** and good works of EPAC and not to personally benefit members of the Board.
5. I will apprise the Board of any **conflicts of interest**, as outlined in Article VI of the EPAC Bylaws, that I may have, perceived or actual, and to recuse myself from voting where a conflict exists.
6. I understand that EPAC is a leader in the climbing community. I pledge to conduct our organizational and operational duties with **positive leadership** exemplified by open communication, creativity, dedication, and compassion. I will also **set a good example** for my fellow members, our volunteers and the greater climbing community.
7. I pledge to support operating in as **open and transparent manner** as is possible. However, I understand there may be issues discussed at Board meetings that could affect an individual, project or EPAC negatively if discussed outside the Boardroom, and I pledge to **maintain confidentiality** of such issues.

8. I understand that I have a responsibility to fully and fairly **share my opinions** at board meetings, but that I also have a responsibility to **support Board decisions** outside the Boardroom.
9. I understand that much of the success of EPAC will depend on **healthy Board dynamics**. I pledge to **welcome diverse points of view**, disagree without being disagreeable, not personalize disagreements or differences of opinion, discuss issues openly, and that I will avoid personal attacks on board members, staff or other volunteers.
10. I believe all people should have the opportunity to enjoy, without fear of discrimination, the climbing spaces in our region. **EPAC does not discriminate** based on race, color, gender, ethnicity, ability, sexual orientation, or any other identity and we **will not tolerate prejudice** within our organization.