

Board of Directors Code of Ethics US Ski & Snowboard CR1

As a member of the US Ski Association Central Division Region 1 Board, I will:

- listen carefully to my Board colleagues.
- respect the opinion of fellow Board members.
- respect and support the majority decisions of the Board.
- recognize that all authority is vested in the full Board only when it meets in legal sessions as defined by the bylaws.
- keep well-informed about developments relevant to issues that may come before the Board.
- participate in Board meetings and actions.
- bring to the attention of the Board any issues I believe will have an adverse effect on the organization or those we serve.
- attempt to interpret the needs of those we serve to the nonprofit and interpret the actions of the nonprofit to those we serve.
- refer complaints to the proper level on the chain of command.
- recognize that my job is to ensure that the nonprofit is well-managed, not to manage the nonprofit.
- represent all those whom this nonprofit serves, not just a particular geographic area or interest group.
- consider myself a “trustee” of the nonprofit and do my best to ensure that it is well-maintained, financially secure, growing and always operating in the best interests of those we serve.
- always work to learn how to do my job better.
- Adhere to and support policies of this Board, to include its Whistleblower Policy, Disclosure Policy, Conflict of Interest Policy.

As a member of the Board, I will not:

- criticize fellow Board members or their opinions, in or out of the Board room.
- use the nonprofit organization for my personal advantage or that of my friends or relatives.
- discuss the confidential proceedings of the Board outside the Board room.
- promise before the meeting how I will vote on any issue.
- interfere with the duties of the administrator or undermine the administrator’s authority with staff members.

V2.0 – approved 04/01/2025