



PROSPECT PARK ASSOCIATION
BOARD OF DIRECTORS CODE OF ETHICS

The Prospect Park Association (PPA) Board of Directors is committed to ethical, businesslike, and lawful conduct. Directors must work responsibly for the Association and for the benefit of the communities we serve. This policy is based on MN Statute 317A.251, *Standard of Conduct for Non-Profit Directors*.

1. Directors shall conduct themselves in an honest, civil, respectful, and legal manner.
2. Directors, in their official capacities, shall support board decisions regardless of their personal opinions and refrain from activities that undermine the board's stated position.
3. Directors shall identify real, potential, or perceived conflicts of interest. Any such conflicts that arise must be fully disclosed and acted upon according to the PPA Conflict of Interest Policy.
4. Directors shall treat members of the public with respect regardless of gender, age, ethnicity, religion, creed, national origin, sexual orientation, gender expression, disability, marital status, income, political affiliation, and homeowner/renter status.
5. Directors shall not use threatening, obscene, or slanderous language – including profanities, insults or other disparaging remarks or gestures – toward others.
6. Directors shall not engage or threaten to engage in any physical attack on any individual.
7. Directors shall promote and, if necessary, enforce a safe meeting environment. If a Director becomes disruptive or violates the Code of Ethics during a meeting, Directors shall immediately move that the chair pause proceedings to remind Directors to conduct themselves in a respectful and orderly manner or be removed from the meeting.
8. Directors should not engage in bullying or harassment, defined herein to be:
 - a. Reasonably perceived as dehumanizing, intimidating, hostile, threatening, or otherwise likely to evoke emotional distress or fear of physical harm;
 - b. Conveyed through physical, verbal, or technological means;
 - c. Adversely affecting a Director's ability to participate in or benefit from association activities by placing the Director in reasonable fear of physical harm or causing emotional distress.
 - d. Based on a Director's actual or perceived protected characteristic (see 4 above) or association with another person who has or is perceived to have these characteristics.
9. Directors shall use PPA resources wisely, avoiding any improper use of the association's staff, property, or equipment for personal or third-party gain.
10. Directors shall not improperly acquire or disseminate confidential information either during or after their term of service.

I have read this document and agree to abide by its terms.

Name (Print) _____

Signature _____ Date _____