



Code of Conduct and Ethics for Scott Lake Maintenance Company Committee Members and/or Volunteers

WHEREAS, the Board of Directors has the fiduciary duty and responsibility to set a standard and level of behavior that is in the best interests of the entire community.

NOW, THEREFORE, BE IT RESOLVED THAT the Board of Directors hereby adopts the following Code of Conduct, standards of behavior, ethical rules and procedures that are applicable to all Committee members and/or volunteers

1. Committee members and/or volunteers will always use their best efforts to make decisions that are consistent with high principles and in the best interest of the entire community; adhere to and enforce the Covenants, Conditions and Restrictions (CC&Rs) and the By-Laws as Recorded and amended, and as further defined by regulations as adopted by the Board of Directors.
2. Committee members and/or volunteers will strive for the common good of the community, foregoing personal issues.
3. Committee members and/or volunteers will seek to protect and enhance the safety and property value of the owners, including maintaining and supporting the unique character of the SLMC and its neighborhood, maintain in good condition the assets of SLMC, promote the cleanliness and proper maintenance and repair of properties owned by the company.
4. Committee members and/or volunteers conduct should be above reproach and avoid the appearance of impropriety.
5. Committee members and/or volunteers shall address each other and other members of the company with respect, even when in disagreement.
6. Committee members and/or volunteers will promote community harmony in act, work, and deed.
7. Committee members and/or volunteers will respect the authority of the Board of Directors by not undermining majority decision, actions, and enacted policy.
8. Committee members and/or volunteers shall not engage in any writing, publishing or speech making that defames any other member of the board or member of the water and maintenance company or other committee members and/or volunteers. Personal attacks against other Committee members and/or volunteers, other community leaders, owners, residents, and the company are prohibited and are not consistent with the best interests of the community.
9. Committee members and/or volunteers shall avoid even the appearance of impropriety and to disclose any potential conflict of interest, to recuse themselves decisions that relate exclusively or primarily to themselves, and to abstain from such.
10. Committee members and/or volunteers will not knowingly misrepresent facts to the residents of the community.

11. Committee members and/or volunteers will not share highly sensitive materials and respect the privacy of others.
12. Confidentially of all homeowners and residents' personal lives shall be respected and protected by committee member and/or volunteers.
13. Committee members and/or volunteers shall not pursue anything influencing the community or place pressure on the committee members and/or volunteers to which they have volunteered.
14. Committee members and/or volunteers shall not receive any compensation for serving on behalf of the company, except for expense reimbursements approved by the Board of Directors.
15. Committee members and/or volunteers will obey the rules and regulations established by the board and set a positive example for others. Committee members and/or volunteers are not "above the law".
16. No individual shall use his/her position as a committee member and/or volunteers for personal gain.
17. Language at board meetings will be kept professional. Personal attacks against community volunteers, property owners and board members are prohibited and are not consistent with the best interests of SLMC. It is understood that differences of opinion will exist. They should be expressed in a clear and business-like fashion.
18. The SLMC board may in executive session, dismiss any committee members and/or volunteers for violations of the Code of Conduct and Ethics (bylaws amended May 2011)
19. This resolution was ratified on April 21, 2022, at an open board meeting where a quorum of the board was present.

Statement:

I have received, read, and agree to abide by the code of conduct and ethics as detailed above.

Name: _____

Signature: _____

Date: _____