

# Durango Rapids Soccer Club

## Board of Directors Code of Conduct

### 1. PROFESSIONALISM & POSITIVE REPRESENTATION

Board members are the face of Durango Rapids SC and are expected to model the highest standards of character and sportsmanship.

- **Respectful Conduct:** Treat all individuals—players, parents, staff, officials, and volunteers—with courtesy, professionalism, and respect at all times.
- **Positive Ambassadorship:** Actively promote the club's mission and values in the community.
- **Prohibited Behavior:** Do not use abusive, insulting, or derogatory language. Durango Rapids SC has a zero-tolerance policy for bullying, harassment, or any form of intimidation.

### 2. CONFIDENTIALITY & DATA PROTECTION

Trust is the foundation of effective board governance. Members are privy to sensitive information that must remain private.

- **Internal Deliberations:** Maintain absolute confidentiality regarding board discussions and internal deliberations. Do not share how individual members voted or specific arguments made during meetings.
- **Sensitive Data:** Protect all player information, financial details, and club data.
- **Authorization:** Do not disclose disciplinary matters, personnel issues, or non-public financial information externally without explicit board authorization.

### 3. DUTY OF CARE & ACTIVE PARTICIPATION

Board members have a legal and ethical duty to be active, informed, and responsible stewards of the club.

- **Attendance & Preparation:** Attend meetings regularly and arrive fully prepared to discuss agenda items and review reports.
- **Adherence to Bylaws:** Uphold and follow the Durango Rapids SC Bylaws, Club Policies, and the Laws of the Game.
- **Majority Decisions:** Participate in healthy debate, but once a majority decision is reached, every member has a duty to uphold and support that decision publicly.

## 4. STAKEHOLDER INTERACTION & CONFLICT RESOLUTION

To maintain a clear chain of command and avoid sideline confusion, board members must follow specific protocols when approached by club members.

- **Impartial Listening:** When approached with a concern, listen impartially without making immediate promises or taking sides.
- **The 48-Hour Rule:** Remind parents and coaches of the **48-Hour Rule** and the appropriate formal steps to report a concern or grievance.
- **Information Accountability:** Direct parents to the appropriate official information sources. If the information is not immediately available, take accountability for relaying the requested information at a later time after consulting the proper staff.

## 5. CONFLICT OF INTEREST & ETHICAL STANDARDS

The interests of the club must always come before personal, team-specific, or family interests.

- **Disclosure:** Disclose any unavoidable conflicts of interest (financial, professional, or personal) immediately to the Board.
- **Recusal:** Voluntarily recuse yourself from discussions and votes on any matters where a conflict of interest exists (e.g., a disciplinary matter involving your own child or a business contract with a personal associate).

## 6. COMPLIANCE, ENFORCEMENT & CONSEQUENCES

Integrity is maintained through accountability. Violations of this Code will be handled with a formal, fair process.

- **Investigation:** Alleged violations will be reviewed by the Executive Committee or a designated Disciplinary Committee. The member in question will be given the opportunity to provide a statement.
- **Consequences:** Depending on the severity of the violation (especially regarding breaches of confidentiality or abusive behavior), consequences may include:
  1. A formal written warning and conference.
  2. Suspension of board voting privileges.
  3. Removal from the Board of Directors, as outlined in the Club Bylaws.

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**Member Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_