

Conduct Policies for Greythorne Board of Managers

Code of Conduct

The Greythorne By Marrano Condominium, Inc. (hereafter referred to as "Greythorne") has adopted the following Code of Conduct that all Board members, agree to adhere to by signing below.

1.) Duties and Responsibilities

Board members are to exercise the duties and responsibilities of their positions with integrity, collegiality and care. This includes:

- a. Making an attendance at all meetings of the board a high priority.
- b. Being prepared to discuss the issues and business on the agenda and having read all background material relevant to the topics at hand.
- c. Cooperating with and respecting the opinions of fellow Board members, and leaving personal prejudices out of all board discussions, as well as the agreed to supporting actions of the Board, even when the Board member personally did not support the action taken.
- d. Putting the interests of the association above personal interests.
- e. Representing the association in a positive and supportive manner always and in all places.
- f. Showing respect and courteous conduct in all board and committee meetings.
- g. Refraining from intruding on administrative issues that are the responsibility of management, except to monitor the results and ensure that procedures are consistent with board policy.
- h. Observing established lines of communication and directing requests for information or assistance to the management organization in consultation with the Board.

2.) Prohibition Against Private Inurement and Procedures for Managing Conflicts of Interest

No member of the Board of Managers shall derive any personal profit or gain, directly or indirectly, by reason of his or her service as a Board member with Greythorne. Members of the board shall conduct their personal affairs in such a manner as to avoid any possible conflict of interest with their duties and responsibilities as members of the Board. Nevertheless, conflicts may arise from time to time. Any new Board member will be advised of this policy during board orientation and all Board members will be reminded of the Board Member Code of Conduct and of the procedures for disclosure of conflicts and for managing conflicts on an annual basis. All Board members must certify when elected to the Board that they are aware of the Code of Conduct. This policy shall also apply to any Board member's immediate family or any personal acting on his or her behalf.

a.) When there is a decision to be made or an action to be approved that could result in a conflict between the best interests of Greythorne and the Board member's personal interests, the Board member has a duty to immediately disclose the conflict of interest so that the rest of the Board's decision making will be informed about the conflict.

b.) It is every Board member's obligation, in accordance with this policy, to ensure that decisions made by the Board reflect independent thinking. Consequently, in the event that any Board member receives compensation for a service rendered for Greythorne, such compensation will be determined by and approved by the full Board in advance.

c.) Any conflicts of interest, including, but not limited to financial interests, on the part of any Board Member, shall be disclosed to the Board when the matter that reflects a conflict of interest becomes a matter of Board action and through an annual procedure for all Board members to disclose conflicts of interest.

d.) Any Board member having a conflict of interest shall not vote or use his or her personal influence to address the matter, and he or she shall not be counted in determining the quorum for the meeting.

e.) All conflicts disclosed to the Board will be made a matter of record in the minutes of the meeting in which the disclosure was made, which shall also note that the Board member with a conflict abstained from the vote (and was not present for any discussion, as applicable) and was not included in the count for the quorum for that meeting.

3.) Prohibition Against Sexual Harassment

Greythorne strives to maintain a workplace that is free from illegal discrimination and harassment. While all forms of harassment are prohibited, it is the association's policy to emphasize that sexual harassment is specifically prohibited. Any board member who engages in discriminatory or harassing conduct is subject to removal from the Board.

4.) Confidentiality

Board members are reminded that confidential financial, personnel and other matters concerning the association, contractors, homeowners, etc. may be included in board materials or discussed from time to time. Board members should not disclose such confidential information to anyone.

I, _____, recognizing the important responsibility I am undertaking in serving as a member of the Board of Managers of Greythorne hereby pledge to carry out in a trustworthy and diligent manner the duties and obligations associated with my role as a Board member and abide by the Code of Conduct. I understand that failure to abide by this Code of Conduct may result in my removal as a Board Member.

Signature: _____

Date: _____

