

“Code of Conduct”

- I. Purpose:** Association members and Board of Director Members are expected to conduct themselves in a manner that reflects honesty, integrity and support for the best interests of the Association.

- II. Authority:** pursuant to Article V, Section III of the bylaws.

- III. Policy:** the Association reserves the right to remove active members or exclude potential members for cause whom¹:
 - a. engages in conduct or gross misconduct that hinders and/or impairs Association’s interests;
 - b. brings charges in bad faith against a member or the Board of Directors;
 - c. discloses to any non-member information that pertains to Association’s affairs, member and/or the Board of Director’s in bad faith.

- IV. Association’s Board of Directors:** In addition to the procedures contained in Article V of the bylaws:
 - a. shall apply best efforts to timely attend all general membership and Board of Director’s meetings;
 - b. silence their cell phones during proceedings;
 - c. demonstrate a healthy regard for confidential information that is discussed or deliberated during Board of Director’s meetings.

- V. Procedure:** Active members who are in contravention of the Code of Conduct shall be promptly notified in writing by the Board of Directors:

¹A member that is either removed or excluded from membership is entitled to ASASP representation during disciplinary proceedings.

- a. charges shall be filed with the Recording Corresponding Secretary. A hearing will be held by the Membership Committee or other special Board of Directors appointed for this purpose by the President. The member will be presented the opportunity to respond to the charge(s);
- b. in the event the Special Board of Directors determines probable cause by a majority vote, the matter shall be referred to the Board of Directors for a hearing;
- c. the member shall be permitted to present evidence and witnesses during the hearing phase;
- d. if the Board of Directors determines probable cause to the charge(s), the member will be liable for discipline, suspension or dismissal. No member shall be expelled or dismissed by less than a majority vote;
- e. the Board of Directors may present a potential member the opportunity to be heard before rendering a decision to exclude his or her membership;
- f. a member who is dismissed or potential member that is excluded, may not petition the Board of Directors for readmission for membership for a two (2) year period. Readmission requires a majority vote by the Board of Directors.

VI. Enabling Provision: Enacted immediately upon the majority vote of the Board of Directors.