

Road Runners Club of America Ethics Policy

Board Approved August 19, 2007

RRCA Board, Staff and Volunteers must:

- Be honest and ethical in their conduct, including ethical handling of actual or apparent conflicts of interest between personal and professional relationships that may benefit an individual at the expense of the RRCA – The RRCA has a board approved Conflict of Interest Policy that all Board Members and staff are required to sign and comply with. Any new conflicts should be reported.
- Comply with applicable laws, rule and regulations governing the organization
- Deal fairly with RRCA staff, members, sponsors, and volunteers – expectations should be clearly outlined and communicated.
- Address conflicts that arise proactively and professionally and adhere to the Board approved Whistleblower Policy.
- Provide Information that is accurate, objective, relevant, timely, and understandable. Proactively promote ethical behavior as a responsible partner among peers in the work environment.
- Protect and ensure the proper use of company assets.
- Prohibit improper or fraudulent influence over the external auditor
- Matters discussed in an executive session of the Board shall not be disclosed to others.

Matters discussed in open session that are determined by the Board to be confidential, proprietary, sensitive, or valuable may only be disclosed to others when authorized by the RRCA President. Documents marked confidential and/or "for internal use only" shall not be given to unauthorized persons.

A Board or office staff member may not agree with the outcome of every decision made by the Board as a whole. In such cases, the member may express his or her personal views on the issue. This should be balanced with acknowledgment that the outcome is the decision of the Board and is accepted by the member.

I, _____ have received a copy of the RRCA Code of Ethics Policy.

Signed

Date