



**CODE OF CONDUCT**  
BOARD OF DIRECTORS  
DOMESTIC ABUSE WOMEN'S NETWORK

The following Code of Conduct sets standards for how the board interacts with itself, makes decision and works with nonprofit staff.

As individual members of this board, we will conduct ourselves in a manner that respects appropriate decorum. Specifically,

- We will not attempt to exercise individual authority over the organization.
- We will not express individual judgments about the performance of the executive or staff.
- We will respect the dignity, values and opinions of each board member.
- We encourage responsive and attentive listening.
- We are committed to positive and constructive forms of interaction.
- We will focus on issues, not personalities. The opinions of others are encouraged.
- We recognize that different viewpoints are healthy in the decision-making process. We have the right to disagree, but will do so without being disagreeable. Once the board takes action, board members will not create barriers to implementing board policy.
- We function as part of a team. Board members should bring issues to the attentions of the full board, not to other individual board members.
- We will conduct ourselves with courtesy toward each other and staff members during board meetings.
- We will distribute written information or board documents through the executive and board chairperson before meetings.
- We recognize the value of the chain of command. When approached by staff, constituents or the public, we will channel all inquiries to the executive, unless we as a Board have reasons to question the performance of Executive. In this case, these issues will be discussed by the Executive Committee with the Executive.
- We will develop a working relationship with the executive so that issues and concerns can be discussed openly and comfortably.

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Board member's signature

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Date

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Print name