

MINNESOTA HOCKEY BOARD OF DIRECTORS CODE OF CONDUCT

(Approved June, 2009)

1. Purpose The purpose of this policy is to establish general standards of conduct required of members of the Minnesota Hockey (MH) Board of Directors (Board). Board members are required to annually sign MH's Conflict of Interest Policy. Any other applicable federal, state and/or local law, including MH Bylaws, shall govern in the event of any conflict between such applicable law and this policy.

2. General Standards of Conduct In order to fulfill its responsibility and support the vision, mission, values and goals of MH, the Board functions as a collegial unit. The Board functions well as a unit when the individual members act ethically, are committed to working together, operate in a non-partisan manner and speak with one voice. The Board creates a positive climate when it focuses on the future, acts with integrity and civility and uses its influence appropriately.

3. Authority To Act Each board member is strongly encouraged to contribute his or her talents and perspectives to the Board. Although board members are free to respectfully voice their personal opinions, no board member has the authority to act on his or her own to further a personal agenda. Further, no board member has the authority to direct MH employees, volunteers or operations, unless otherwise provided for in the MH Bylaws.

4. Informed Decision-Making Board members strive to make informed decisions based on sufficient information, thoughtful deliberation and comprehensive understanding of issues. To achieve that goal, board members gather information by listening, asking questions, analyzing materials and exploring issues thoroughly in conjunction with members, other board members, employees, volunteers and other constituency groups.

5. Support for Minnesota Hockey Rules As Presented In the MH Handbook MH administrative and playing rules are detailed in the MH Handbook under Articles of Incorporation, By-Laws, Youth Rules and various policies and procedures. In addition, MH, as an affiliate of USA Hockey, follows the USA Hockey rules as outlined in its handbook. Board members are to uphold the rules adopted by both organizations and outlined in each handbook. However, as MH evolves, changes to the rules outlined in these handbooks may be necessary and, to that end, expression of ideas and opinions are also necessary. Expression of such ideas and opinions should be done with respect for the existing rules, their creators and the current board members.

6. Official Spokesperson Board members are the stewards of the organization and advocates of its policies and programs. The official spokesperson for the Board is the chair of the Board or the chair's designee. Whenever a Board member issues a written or oral statement to anyone that could conceptually become public information, the statement should be identified as the personal opinion of the Board member and not the official position of MH, unless specific permission to speak officially was granted by the Board.

7. Removal If the Board determines that the conduct of a board member has violated the member's professional or fiduciary responsibilities, Board policies or other governing law, the Board may recommend that the member be removed from the Board, for cause, under MH Bylaws, Article 7, or establish such other discipline as the Board deems appropriate.