

Grays Harbor Football Club

Gulls Academy

GHFC GOVERNANCE CODE OF ETHICS

(To be signed by all Directors, Officers and Committee Members of Grays Harbor Football Club)

Purpose

As a director, officer, or committee member of GHFC, I understand that the purposes of this policy are to protect the integrity of the GHFC organizations' decision-making processes, to enable our members and the public to have confidence in our integrity and to protect the reputations of all board members, committee members, volunteers, and paid staff.

Duty of Loyalty

As a director, officer, or committee member of GHFC, I understand that I have a duty of loyalty to GHFC and shall support and promote the mission, purpose, activities and decisions of GHFC. I shall not engage myself in a GHFC position or function in an effort to secure an advantage for myself, another organization or individual, or for my or their personal or business gain.

Communication

As a director, officer or committee member, I understand the need to communicate openly and keep the appropriate parties in the communications loop. I understand that in most cases, the best form of communication is directly with the other party. I commit to communicate with the appropriate starting level of authority. I will respect and support the established communications process and will not engage in communications designed to circumvent, undermine, sabotage or keep appropriate parties out of the communications loop.

Competition

I will ensure that I understand the Rules of Competition and seek to ensure that everyone involved adhere to the letter, intent and spirit of the Rules of Competition. It is my responsibility to understand both the intent and application of the Rules of Competition. I will not place my personal interests above the mission and goals of GHFC. While the concept of rivalry is wholly embraced, it is one of my responsibilities to ensure that it not take precedence over exemplary professional conduct. I understand that my attitude and conduct towards others should at all times be respectful, controlled and professional. I also understand that it is unacceptable to have any verbal altercation with an official, opposing coach, team or parents before, during or after a game.

Conflict of Interest

The standard of behavior at GHFC is that all directors, officers and committee members scrupulously avoid conflicts of interest between the interest of GHFC on one hand, and personal, professional and/or business activities of the other. This includes avoiding potential and actual conflicts of interest, as well as perception of conflicts of interest. Upon or before election, hiring or appointment, I will make a full written disclosure of interests, relationships and holdings that could potentially result in a conflict of interest. This written disclosure will be kept on file and I will update it as appropriate. In the course of meetings or activities, I will disclose any interest in a transaction or decision where I (including my business or other nonprofit affiliations), my family and/or my significant other, employer or close

associate will receive a benefit or gain. I understand that a conflict of interest may result in my removal from the meeting or activity and potentially from GHFC membership.

Governing and Operating Documents

As a director, officer or committee member, I understand my responsibility to thoroughly acquaint myself with GHFC’s Governing and Operating Documents and demonstrate a working knowledge of these documents. I understand my responsibility to follow and enforce all GHFC bylaws, policies, procedures and rules at all times. This includes adhering to the letter, intent and spirit of the documents. I will respect and support the spirit and intent of the documents and will not engage in activities designed to undermine or sabotage the documents. I understand that there is an established process for making changes to the documents and I commit to follow those processes if I desire to make a change to the documents.

Health and Nutrition

As a director, officer or committee member, I understand my responsibility to be educated about sports nutrition, fitness and health. I also understand that GHFC is committed to a smoke free environment. As such, I will avoid the use of tobacco and tobacco related products at GHFC competitions, events and related activities.

Support of GHFC

I will support GHFC, its mission, governing and operating documents by considering myself a “trustee” of the organization and will do my best to ensure that I will approach all GHFC issues with an open mind, prepared to make the best decision for everyone. I will respect and support a majority decision, never exercising authority as a board or committee member unless that authority has been delegated to me by the board or committee. I will not engage in activities designed to undermine or sabotage a decision once it is made. I understand that there is an established process for changing a decision and commit to follow those processes if I desire to change a decision. I will do my best to ensure that the organization is well maintained, financially secure, growing and always operating in the best interest of those we serve. I understand that I have a responsibility to promote the game of soccer to the public in a positive manner. When in public, on e-mail, blogs, websites, and all social media, my comments and critiques of governing bodies, members, referees, administrators, volunteers, and paid staff shall be constructive. I commit to conduct myself in a professional, respectful manner when in public and representing an individual, team, club, Member and GHFC. I will also strive to assist others in conducting themselves in a professional, respectful manner when in public and representing their team and members.

Suspension and/or Revocation

I understand that failure to follow the GHFC Governing Code of Ethics may result in ethics charges being filed against me and may result in suspension from involvement with GHFC or revocation of my membership with GHFC. I understand that this Code of Ethics is meant to supplement good judgment, and I will respect its spirit as well as its wording.

NAME

DATE

SIGNATURE