ARIZONA DRESSAGE ASSOCIATION

Board of Directors
Code of Conduct

Purpose: The intent of this Policy is to establish clear standards of integrity, accountability, and professionalism for the Arizona Dressage Association ("ADA") Board of Directors. It is intended to apply equally to Board Members and Officers of the Board as well as volunteers serving as Board Committee Chairs.[1] Members working as part of the Board are entrusted with the stewardship of the ADA's mission, resources, and reputation, and are expected to uphold the highest ethical standards in service of the membership. This Code of Conduct should be read in conjunction with other applicable documents such as the ADA By-Laws.

Commitment to the Mission: Board Members shall act in alignment with the mission of the ADA, including its vision and values. Each Member shall make decisions that are designed to support the long-term health and impact of the ADA.

Fiduciary Responsibilities: Board Members have the following fiduciary responsibilities to the ADA:

- To exercise a duty of care: make decisions based on due diligence and adequate information.
- To uphold a duty of loyalty: put the interests of the ADA before potentially competing personal or professional interests, and commit to uphold decisions of the Board, once made.
- To act in support of the duty of obedience: observe the laws, standards and policies that apply to the ADA, including the ADA By-Laws.

Confidentiality: Board Member are expected to safeguard the confidentiality of information discussed at ADA Board meetings and related organizational activities, and to refrain from disclosing confidential matters unless legally required or authorized by the Board.

Ethical Conduct & Integrity: Board Members shall:

- Act honestly, fairly and in good faith in all Board activities
- Avoid behavior that could harm the ADA's reputation or credibility
- Be accountable for implementing and following the standards set forth in this Policy

---

[1] For the purpose of this Code of Conduct, references to Board Members shall be read to include Board Committee Chairs.

- Avoid the appearance of impropriety and misconduct

Conflict of Interest: Board Members are expected to support transparency in finances, governance and decision making and ensure proper stewardship of the ADA's financial and organizational resources. Accordingly, Board Members are expected to avoid conflicts of interest, both actual and perceived, and to disclose any potential conflicts of interest promptly. A conflict of interest is defined as any personal or financial (direct or indirect) relationship that could influence or be perceived to influence objectivity when representing or conducting business for or on behalf of the ADA. A conflict of interest held by a family member of a Board Member may also create a conflict of interest and should be disclosed. Conflicts may be reported to the Chair of the Nominating & Governance Committee and will be subject to review and disposition based on the Board's conflict of interest review process.

Respect and Professionalism: Board Members shall:

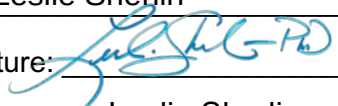
- Act honestly, ethically and with integrity.
- Treat Board Members, ADA members, and others with fairness, respect, and courtesy
- Model behavior that respects human rights and the dignity of all people and fosters an inclusive, equitable and collaborative environment
- Discourage and refrain from engaging in any conduct that is, or may appear to be, discriminatory, harassing or bullying and shall act at all times in ways that are supportive of the US Equestrian Federation's Safe Sport Policy
- Listen actively, consider diverse perspectives and engage in constructive debate

Responsibilities of Board Membership: Board Members are expected to attend and actively participate in Board activities as set forth in the By-Laws, and to contribute their expertise, resources and advocacy to support the work of the ADA. Board Members shall avoid speaking on behalf of the ADA publicly unless previously authorized to do so by the President and Chair of the Communications Committee.

Use of Organizational Resources: Board Members shall use ADA resources solely for their intended purposes and shall not use their position on the Board, or information or assets gained through Board membership, for personal gain.

Board Member Acknowledgement:

I, Leslie Sherlin, have read and agree to abide by this Code of Conduct.

Signature: 

Name (Print): Leslie Sherlin

Date: 22 September 2025