



## **IPPR CODE OF ETHICS**

### IPPR Board/Committee Members

The Directors of the Idaho Pasture Pig Registry (IPPR), have created this code of ethics for all Board/Committee Members.

The IPPR is formed to promote, protect, develop, educate, and otherwise further the Idaho Pasture Pig and its history and tradition. The IPPR's principal membership class consists of individuals, and other entities engaged in ownership, breeding, marketing, and promotion of the Idaho Pasture Pig.

The business of the Registry is managed under the direction of the owners of the IPPR with guidance from appointed Advisory Board members and Committees. This code of ethics serves as a code of conduct for all Board/Committee Members. Code violations may result in sanctions imposed under the Procedures for Review of Member Conduct. The principles and requirements that comprise the code and procedures are based on and are designed to ensure full compliance by the IPPR Board/Committee Members. This code and procedures are not designed to supplant courts of law in the resolution of disputes within the business associated with the Idaho Pasture Pig.

Moreover, the checks and balances built into the code and procedures are designed to strike the proper balance between ensuring full compliance with the obligations described here and ensuring the integrity and efficacy of the code on the one hand and, on the other, the protection of Board/Committee Members, through the use of reasonable due process procedures, against patently false, malicious, or groundless accusations that could result in significant business or personal harm if not properly handled. Members of the Board/Committees endorsement of the code and acknowledge their commitment to uphold its principles and obligations by accepting and retaining their positions.

Code of Ethics: It is a privilege, not a right, to serve on a IPPR Board/Committee and as such it is expected that at all times, Board/Committee Members abide by and conform to the following code of conduct in their capacity in service to the IPPR:

- 1) Each member of the Board/Committee will abide in all respects by this IPPR Code of Ethics will ensure that their membership in the Registry remains in good standing at all times. Furthermore, each member of a committee will at all times obey all applicable federal, state and local laws and regulations and will provide or cause to provide the full cooperation of the Registry when requested to do so by those institutions and their persons set in authority as are required to uphold the law.
- 2) Members of the Board/Committees will conduct themselves in an exemplary manner by conducting business affairs of the Registry in good faith and with honesty, integrity, due diligence, and reasonable competence such as to favorably reflect on their leadership and the Idaho Pasture Pig Registry.
- 3) Except as the Advisory Board and/or Committee may otherwise require, or as otherwise required by law, no Board/Committee Member shall share, copy, reproduce, transmit, divulge or otherwise disclose any confidential information related to the affairs of the Registry and each member of the Board/Committee will uphold the strict confidentiality of all closed meetings and other deliberations and communications, generally associated with but not limited to personnel matters, legal issues, and membership review/hearing processes of the Advisory Board and all related committees.

4) Members of a Committee will exercise good judgment in their dealings with Registry, Advisory Board, and the general public and will respond to the needs of the Registry's members in a responsible, respectful, and professional manner.

5) No member of the Board/Committee will use any information provided by the Registry or acquired as a consequence of the Board/Committee member's service to the Registry in any manner other than in furtherance of his or her duties and responsibilities to the IPPR.

6) Each member of the Committee will use his or her best efforts to regularly participate in professional development activities and conduct themselves in a professional and timely manner pursuant to the Registry's direction and oversight.

7) Members of Board/Committee will refrain from conduct that is detrimental to the interest of the IPPR, its programs, policies, objectives and harmonious relationship of its members. A Board/Committee Member's conduct is subject to continual review. To achieve the mission and goals of the IPPR, it is essential that the Board/Committees operate effectively. Should a Board/Committee Member feel unable to function on the board/committee they may choose to resign. Should the majority of the Committee Members have an inability to work with a disruptive Committee Member, the majority Committee Members may ask the Advisory Board to investigate and act accordingly to the IPPR Bylaws and grievance procedure. The Board/Committee Member in question may be removed in a manner consistent with the IPPR bylaws for removal. Removal from a committee is permanent.

8) Upon termination of service, a Board/Committee Member will promptly return to the Registry all documents, electronic and hard files, reference materials, and other property entrusted to them for the purpose of fulfilling his or her committee position.

9) Such return will not abrogate the Board/Committee Member from his or her continuing obligations of confidentiality with respect to information acquired as a consequence of his or her tenure on the committee.

10) Board/Committee Members dedicate themselves to leading by example in serving the needs of the Registry and its members and also in representing the interests and ideals associated with the preservation and protection of the history, tradition and image of the Idaho Pasture Pig. This means these individuals must exhibit:

a) Demonstrated support of the Idaho Pasture Pig Registry as their Registry of choice through farm promotion (website, advertising etc.) and also through business and personal communications on social media (Facebook, Twitter, Instagram etc.) This means these individuals must not directly support other Idaho Pasture Pig Associations or Society's set up to Register Idaho Pasture Pigs. Show organization membership is acceptable.

b) Demonstrated understanding of the Idaho Pasture Pig as a Breed through consistent use of the Idaho Pasture Pig breed name and also through business and personal communications on social media.

11) No member of a IPPR Board/Committee shall persuade or attempt to persuade any employee of the Registry to leave the employ of the Registry or to become employed by any person or entity other than the Registry. Furthermore, no member of a Board/Committee shall persuade or attempt to persuade any

member, exhibitor, advertiser, sponsor, subscriber, supplier, contractor, or any other person or entity with an actual or potential relationship to or with the Registry to terminate, curtail, or not enter into its relationship to or with the Registry, or to in any way reduce the monetary or other benefits to the Registry of such relationship.

12) Board/Committee Members must act at all times in the best interests of the Registry and not for personal or third-party gain or financial enrichment using information or actions of the committee.

a) Avoid placing (and avoid the appearance of placing) one's own self-interest or any third-party interest above that of the Registry; while the receipt of incidental personal or third-party benefit may necessarily flow from certain Registry activities, such benefit must be merely incidental to the primary benefit to the Registry and its purposes;

b) Do not abuse their appointment by improperly using their Board/Committee position or the Registry's staff, services, equipment, resources, or property for personal or third-party gain or pleasure; Board/Committees shall not represent to third parties that their authority as a IPPR Board/Committee Member extends any further than that which it actually extends as provided by the Advisory Board;

c) Do not engage in any outside business, professional or other activities that would directly or indirectly materially adversely affect the Registry;

d) Do not engage in or facilitate any discriminatory or harassing behavior directed toward Registry staff, members, Officers, Directors, Committee members, meeting attendees, exhibitors, advertisers, sponsors, suppliers, contractors, or others in the context of activities relating to the Registry;

e) Do not solicit or accept gifts, gratuities, free trips, honoraria, personal property, or any other item of value from any person or entity as a direct or indirect inducement to provide special treatment to such donor with respect to matters pertaining to the Society without fully disclosing such items to the Advisory Board and Officers;

f) Provide goods or services to the Registry as a paid vendor to the Registry only after full disclosure to, and advance approval by, the Board, and pursuant to any related procedures adopted by the Board.

13) Follow the Registry's rules and regulations of good sportsmanship and strive to gain respect for participation in all swine related activities

Acceptance: I hereby acknowledge that I have received and read this Code of Ethics for Board/Committee Members of the Idaho Pasture Pig Registry. I hereby embrace this Code of Ethics as my own. I have had the opportunity to ask questions about this Code of Ethics and I understand my obligations as a Board/Committee Member and representative of the IPPR. I will support the IPPR and fellow IPPR members in achieving our common goals and hereby accept the position of the IPPR and will fulfill the responsibilities of that role to the best of my ability.

Print Name: \_\_\_\_\_ Date: \_\_\_\_\_

Signature: \_\_\_\_\_