

**MITCHELL SKATING & HOCKEY ASSOCIATION
BOARD OF DIRECTORS CODE OF CONDUCT
2024-2025**



I _____ understand that the goal of Mitchell Skating and Hockey Association (MSHA) is to provide opportunities for Mitchell area youth to learn to skate and learn the fundamentals of the game of hockey according to USA Hockey recommendations and guidelines. I will follow the rules and regulations of USA Hockey and MSHA to ensure that the association’s philosophy and objectives are enhanced.

Specifically,

- I will be an advocate for all members. Therefore, I will support all programs that are offered by MSHA and will work to make improvements as such.
- I agree to understand and abide by the by-laws, rules and policies of MSHA and will work to make changes to such as needed.
- I will attend regular monthly board meetings, as provided for in the MSHA by-laws.
- I will know and understand the Code of Conduct for coaches, players and parents. As a board member, I recognize that I represent MSHA, its Board of Directors, and all members. Therefore, I will act in accordance to all Codes of Conduct set down by MSHA and will set an example for others to follow.
- I will support the efforts of the MSHA and will provide direction and assistance as needed.
- I will recognize that as a board member, I am a part of a team. I shall always set aside personal differences that I may have with other members and will strive to work as a team for the benefit of all the MSHA membership.
- I recognize that I hold this position to benefit MSHA participants, and not to serve my own interests, or for self-recognition.
- When making decisions at the board level, I will always ask whether my decision benefits the membership.
- I will never use my position as a board member for my own personal gain. No member of the Board of Directors shall derive any personal profit or gain, directly or indirectly, by reason of his or her service as a Board member. Members of the board shall conduct their personal affairs in such a manner as to avoid any possible conflict of interest with their duties and responsibilities as members of the Board. Nevertheless, conflicts may arise from time to time.
 - a) When there is a decision to be made or an action to be approved that will result in a conflict between the best interests of MSHA and my personal interests, I have a duty to immediately disclose the conflict of interest so that the rest of the Board’s decision making will be informed about the conflict.
 - b) If at any time I have a conflict of interest, I shall not vote or use my personal influence to address the matter, and I will not be counted in determining the quorum for the meeting.

I recognize that it is a privilege to serve on the MSHA Board of Directors. I further recognize that if I break this Code of Conduct, that my offense shall be reviewed by the MSHA Discipline Committee. If the Committee finds, by a majority vote of the members present, that I have broken this Code of Conduct, I shall receive the following consequences:

First Offense – A written apology shall be issued to the Board of Directors and/or to any individual(s), team(s) or leagues that may be affected. *In the event that the MSHA Discipline Committee feels that the first offense is grievous enough to warrant more stringent disciplinary measures, they have a right to hand down a stricter penalty.*

Second Offense – Position on Board of Directors shall be terminated as provided for in the by-laws.

If, by a majority vote of the members, the committee finds that I have broken this Code of Conduct, I will receive the potential consequences as listed in the GENERAL DISCIPLINARY PROCESS section as found in this document. If, after receiving the decision of the MSHA Discipline Committee, I feel I would like to appeal, I will make such an appeal within 2 business days according to the RIGHT TO APPEAL section of this document.

Signature _____ Date _____