

PACE HIGH SCHOOL BAND BOOSTERS, INC.

ADDENDUM I

CODE OF ETHICS

1. The following disciplinary rule shall constitute the Principles of Professional Conduct of the Pace High School Band Boosters, Inc., (aka the *Organization*). This Code of Ethics shall not supersede any rules, regulations, guidelines or laws established by the Santa Rosa County School Board, or Local, County, State, or Federal governments.
2. Violation of any of these principles shall subject the individual to disciplinary action or removal from the *Organization*, or other penalties as provided by law.
3. Obligation to the members when dealing with students of the Pace High School Band Program requires that the individual:

Shall follow all rules set forth by the Santa Rosa County School Board, Pace High School, and the Pace High Band Chaperone Guide when working with or chaperoning students.
4. Obligation to the *Organization* in public matters requires that the individual:
 - A. Shall take reasonable precautions to distinguish between personal views and those of the *Organization* with which the individual is affiliated.
 - B. Shall not intentionally distort or misrepresent facts concerning the *Organization* in direct or indirect public expression.
 - C. Shall not use institutional privileges for personal gain or advantage.
 - D. Shall accept no gratuity, gift, or favor that might influence professional judgment.
 - E. Shall offer no gratuity, gift, or favor to obtain special advantages.
5. Obligation to the *Organization's* members requires that the individual:
 - A. Shall maintain honesty in all professional dealings.
 - B. Shall not discriminate on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition if otherwise qualified, or social and family background.
 - C. Shall not engage in harassment or discriminatory conduct which unreasonably interferes with a member's or officer's performance of duties or responsibilities or create a hostile, intimidating, abusive, offensive, or oppressive environment; and further, shall make reasonable effort to assure that each individual is protected from such harassment or discrimination.
 - D. Shall not make malicious or intentionally false statements about a colleague.
 - E. Shall not use coercive means or promise special treatment to influence professional judgment of colleagues.
 - F. May present written legitimate charges at any Regular or Special meeting of the Executive Committee called by the President or a member of the Executive Committee

Pace High School Band Boosters, Inc. Constitution and Bylaws
in accordance with the Pace High School Band Boosters, Inc. Constitution and Bylaws
Article VI, Section 8A.

- G. Shall seek no reprisal against any individual who has reported any allegation of a violation of the Pace High School Band Booster, Inc. Code of Ethics or Bylaws, or Federal, or State Law.
6. Any alleged violations of policies outlined in Sections 3, 4, and 5 by Elected Officials of this *Organization* shall be addressed in accordance with the Pace High School Band Boosters, Inc. Constitution and By-Laws Article VI, Section 8A through I.
 7. The Pace High School Band Boosters, Inc. requires ethical conduct by each Elected Officials and Volunteer engaged in fulfilling the mission of The Pace High School Band Boosters, Inc. The Organization requires that every Elected Official and Volunteer exhibit the highest standards of professionalism, honesty, and integrity. The services provided by The Pace High School Band Boosters, Inc. require impartiality, fairness and equity. All persons involved with Pace High School Band Boosters, Inc. activities must perform their duties under the highest standards of ethical behavior. It is the purpose of this Code to detail the ethical standards under which we agree to operate.