



CODE OF ETHICAL CONDUCT

As a Board of Directors, we are responsible for adding value to Forge Evolution and contributing to the ethical success of this organization. We accept professional responsibility for our individual decisions and actions. We are also advocates for Forge Evolution by engaging in activities that enhance its credibility and value. It is understood that we are expected to exhibit individual leadership as role models for maintaining the highest standards of ethical conduct. As such, the Board of Directors shall adhere to the following Code of Ethics:

1. No director shall use their position for private gain, including for the purpose of enhancement of their financial status through the use of certain contractors or suppliers.
2. No contributions will be made to any political parties or political candidates by the organization.
3. No director shall solicit or accept, directly or indirectly, any gifts, gratuity, favor, entertainment, loan or any other thing of monetary value from a person who is seeking to obtain contractual or other business or financial relations with the organization.
4. No director shall accept a gift or favor made with the intent of influencing decision or action on any official matter.
5. No director shall receive any compensation from the organization for acting as a volunteer.
6. No director shall misrepresent facts to the members of the community for the sole purpose of advancing a personal cause or influencing the community to place pressure on the Board of Directors to advance a personal cause.
7. No director shall interfere with a contractor engaged by the organization while a contract is in progress. All communications with contractors shall be in accordance with organizational policies.
8. No director shall harass, threaten, or attempt through any means to control or instill fear in any volunteer, director, staff member, or agent of the organization.

9. Any director convicted of a crime during their elected/appointed period shall notify the Board of Directors and may experience disciplinary action up to and including being asked to resign, in accordance to the Background Check Policy.
10. Language and decorum at Board meetings will be kept professional. Personal attacks against volunteers, service providers, directors, staff members, partners of the organization, or any other participants, are prohibited.
11. No director shall use information obtained as a board member for personal benefit or gain.
12. No director shall violate the duty of confidentiality.
13. Violation of this Code of Ethical Conduct, or any other ethical violation, may subject a director to removal from the Board of Directors.

Adopted by the Forge Evolution Board of Directors on May 1, 2021.