

CODE OF ETHICS FOR “YOUTH ON THEIR OWN” BOARD:

As a member of the board team, I will:

1. Listen carefully and respect the opinion of my fellow board members.
2. Respect and support the majority decisions of the board.
3. Recognize that all authority is vested in the full board only when it meets as an entity in legal session.
4. Keep well informed of developments relevant to issues that may come before the board.
5. Participate actively in board meetings and actions.
6. Bring to the attention of the board or its leadership, any issues that I believe will have an adverse effect on the organization or those we serve.
7. Attempt to interpret the needs of those we serve to the organization and interpret the actions of the organization to those we serve.
8. Refer complaints to the Executive Committee, i.e. President or V.P.
9. Recognize that my job is to ensure that the organization is well managed, but not to manage the organization.
10. Represent all those whom this organization serves and not a particular geographic area or interest group.
11. Consider myself a “trustee” of the organization and a steward of the community I serve, and do my best to ensure that it is well

maintained, financially secure, growing and always operating in the best interest of those we serve.

12. Always work to learn how to do my job better.
13. Declare conflicts of interest between my personal and/or professional life and position on the board and abstain from voting when appropriate.
14. Respect all protocols and regulations our non-profit is required to follow in the best interest of mission, brand and infrastructural needs, as they relate to ethics, fiduciary responsibilities, mission and donor's image.

As a member of the board team, I will NOT:

1. Criticize fellow board members or their opinions in or out of the boardroom.
2. Use the organization for my personal advantage or that of my friends or relatives.
3. Discuss the confidential proceedings of the board outside the boardroom.
4. Promise how I will vote on any issue before a meeting.
5. Interfere with the duties of the Executive Director or undermine his/her authority with staff members.
6. Ask a YOTO employee for reports, keys, etc. without first clearing any request with HR or the ED. Board members are not the YOTO employee's bosses.

Signed: _____

DATE: _____