



CODE OF ETHICS

GVHS Committee Members

The Board of Directors of the Gypsy Vanner Horse Society, [GVHS] has created this code of ethics for all Committee Members.

Preamble: the GVHS is a non-profit, tax-exempt trade Society formed to promote, protect, develop, educate, and otherwise further the Gypsy Vanner Horse and its history and tradition. The GVHS' principal membership class consists of individuals, and other entities engaged in ownership, breeding, marketing, promotion and recreational uses of the Gypsy Vanner Horse.

The business of the society is managed under the direction of the GVHS Board of Directors and Officers with guidance from appointed Committees. This code of ethics serves as a code of conduct for 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 GVHS 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 Gypsy Vanner Horse.

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 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 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 GVHS Committee and as such it is expected that at all times, Committee Members abide by and conform to the following code of conduct in their capacity in service to the GVHS:

- 1) Each member of the Committee will abide in all respects by this GVHS Code of Ethics will ensure that their membership in the Society 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 Society 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 Committees will conduct themselves in an exemplary manner by conducting business affairs of the Society in good faith and with honesty, integrity, due diligence, and reasonable competence such as to favorably reflect on their leadership and the Gypsy Vanner Horse Society.
- 3) Except as the Board of Directors, Officers and/or Committee Chairman may otherwise require, or as otherwise required by law, no Committee Member shall share, copy, reproduce, transmit, divulge or otherwise disclose any confidential information related to the affairs of the Society and each member of the 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 Board of Directors and all related committees.

- 4) Members of a Committee will exercise good judgment in their dealings with Society staff, Board of Directors and the general public and will respond to the needs of the Society's members in a responsible, respectful, and professional manner.
- 5) No member of the Committee will use any information provided by the Society or acquired as a consequence of the Committee member's service to the Society in any manner other than in furtherance of his or her duties and responsibilities to the GVHS.
- 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 organizations direction and oversight.
- 7) Members of Committee will refrain from conduct that is detrimental to the interest of the GVHS, its programs, policies, objectives and harmonious relationship of its members. A Committee Members conduct is subject to continual review. To achieve the mission and goals of the GVHS, it is essential that the Committees operate effectively. Should a Committee Member feel unable to function on the 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 Board of Directors to investigate and act accordingly to the GVHS Bylaws and grievance procedure. The Committee Member in question may be removed in a manner consistent with the GVHS bylaws for removal. Removal from a committee is permanent.
- 8) Upon termination of service, a Committee Member will promptly return to the Society 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 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) Committee Members dedicate themselves to leading by example in serving the needs of the Society 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 Gypsy Vanner Horse. This means these individuals must exhibit:
 - a) Demonstrated support of the Gypsy Vanner Horse Society 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 Gypsy Horse associations set up to Register horses (GHA, GHRA, etc.). Show organization membership is acceptable. While it is accepted that these members' horses may hold prior registrations with other organizations, it is expected that all horses that qualify should hold GVHS Registrations.
 - b) Demonstrated understanding of the Gypsy Vanner Horse as a Breed through consistent use of the Gypsy Vanner breed name and also through business and personal communications on social media.
- 11) No member of a GVHS Committee shall persuade or attempt to persuade any employee of the Society to leave the employ of the Society or to become employed by any person or entity other than the Society. Furthermore, no member of a 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 Society to terminate, curtail, or not enter into its relationship to or with the Society, or to in any way reduce the monetary or other benefits to the Society of such relationship.

12) Committee Members must act at all times in the best interests of the Society 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 Society; while the receipt of incidental personal or third-party benefit may necessarily flow from certain Society activities, such benefit must be merely incidental to the primary benefit to the Society and its purposes;

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

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

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

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 Board of Directors and Officers;

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

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

Acceptance: I hereby acknowledge that I have received and read this Code of Ethics for Committee Members of the Gypsy Vanner Horse Society. 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 Committee Member and representative of the GVHS. I will support the GVHS and fellow GVHS members in achieving our common goals and hereby accept the position of the GVHS, and will fulfill the responsibilities of that role to the best of my ability.

Print Name: _____ Date: _____

Signature: _____