

LANCASTER BARNSTORMERS BASEBALL BOOSTER CLUB (LBBBC)

CODE OF ETHICS AND CONFLICTS OF INTEREST POLICY

Section 1

Guidelines

To ensure the Lancaster Barnstormers Baseball Booster Club (LBBBC) remains a fun, relaxed and respectful organization, the following code of ethics will apply to all members at all times. As a LBBBC member, it is each person's duty to recognize that he or she is representative of the LBBBC, and it is also each individual's responsibility to project a favorable image, in order not to discredit the LBBBC or the Lancaster Barnstormers baseball organization.

The LBBBC understands that member's opinions can vary to a high degree and encourages any point of view to be freely expressed to anyone. However, slander, stalking, spreading of rumors, acts of malicious intent, physical threats, hounding, unreasonable intrusion into someone's personal space, libel, or any other type of defamation of character will NOT be tolerated AT ANY TIME and can be grounds for expulsion from the LBBBC. In particular these rules apply toward:

- 1) Fellow LBBBC members
 - 2) Baseball players
 - 3) Guest speakers
 - 4) Baseball organizations and personnel
 - 5) Baseball booster and fan clubs
 - 6) Media
- a) Respect should be given to anyone who is attending the game as a spectator, and the booster club and its members should strive to maintain a welcoming atmosphere for everyone in attendance. After completion of the game, once players, coaches, and officials have left the field they should be treated with the same respect and consideration as anyone else.
 - b) Communications on behalf of the LBBBC - No member may use or refer to the LBBBC in expressing his/her opinion in any written or oral form unless prior approval has been given by the Board of Directors.
 - c) No member may use the name of, or refer to themselves as a representative of the LBBBC at any public or private event without prior approval of the Board of Directors. Officers and Board Members are representatives of the LBBBC at any function.
 - d) Any conduct that could jeopardize the LBBBC's existence, not-for-profit status, relationship with the Lancaster Barnstormers baseball organization, violate Atlantic League rules, or is

contrary to the LBBBC articles of incorporation and/or these bylaws is a violation of the code of conduct.

Section 2

Reporting

- a) Any person who wishes to report a violation of the code of ethics by a member shall do so in writing, with name and signature attached to the Board of Directors as a whole, or to an individual Officer. Members who do not follow this procedure, and instead make unfounded allegations, or attempt to discredit other members anonymously, or via rumor spreading or gossip, may be considered to have violated the code of conduct themselves.
- b) Once a complaint has been investigated and resolved the same incident may not be revisited.

Section 3

Procedure

- a) The board of directors will meet to hear the charges and discuss the matter - the meeting may be adjourned to a later time to gather more information as needed. The person making the charge and the accused shall be allowed to address the board either in person, or in writing. The accused shall be entitled to counsel (if professional counsel is desired it shall be at the expense of the accused), and the right to present witnesses and evidence.
- b) The accuser may withdraw his/her complaint or the accused may resign his/her membership at which point the complaint will be closed and not disclosed to the membership.
- c) If the accused is a board member they shall not be present for discussion of the matter, except at the request of the board to provide testimony as to their actions, and they shall not have a vote in the matter.
- d) The board shall vote to take action as described below, or the board may determine another course of action appropriate to the situation. A vote for revocation of membership requires a 2/3 vote of the board members present and voting. If the Board votes to recommend probation, suspension, or revocation of membership, the appropriate privileges of membership shall be temporarily suspended until the next membership meeting.
- e) The action of the board shall then be presented at the next meeting of the membership, along with the facts leading to the board decision, at which point the membership will vote whether to uphold the board action. If the board action is overruled the membership may vote to take a different action, or may return the matter to the board for further consideration.

- f) Individual board members may decide not to participate in the investigation and decision regarding a code of conduct violation. At the board's discretion additional LBBBC members may be appointed to participate in the investigation, discussion and voting on actions to be taken.

Section 4

Actions

The following actions may be taken as a result of an investigation of a violation of the code of ethics:

- a) Dismissal of the allegations as false, unsubstantiated, or not in violation of the code of conduct.
- b) Warning to the member that their behavior is inappropriate.
- c) Suspension of membership indefinitely (Suspension ends all rights and privileges of membership).
- d) Revocation of membership. Members who have their membership revoked are not eligible to re-apply for membership.
- e) Any officer or board member may be removed from office, or their authority revoked, for violation of this code of ethics.