



La Habra Girls Softball Association  
(LHGSA)

**Board of Directors Code of Ethics**

**1. Introduction**

As a matter of fundamental principle, the entire La Habra Girls Softball Association (LHGSA) shall adhere to the highest ethical standards because it is the right thing to do. As a matter of pragmatic self-interest, LHGSA should do so because public trust in our performance is the bedrock of our legitimacy. Sponsors, donors and volunteers support our organization because they trust us to carry out our mission, to be good stewards of our resources, and to uphold rigorous standards of conduct.

LHGSA must earn this trust every day and in every possible way. Organizations are, at base, people and it is up to the people of LHGSA - board members, executive leaders and volunteer staff- to demonstrate their ongoing commitment to the core values of integrity, honesty, fairness, openness, respect and responsibility.

**Mission Statement of the Board of Directors**

To be actively involved with the youth of our community and always act with concern and integrity. To always leave what we have touched, better than when we arrived and above all, inspire the best in the children whom we serve.

**II. Principles and Values**

LHGSA pledges to govern all of our endeavors to ensure;

- All of our registered players train and play in a safe environment;
- Staff and committees are associated with the highest level of sportsmanship.
- All of our affairs shall be conducted with transparency, integrity and honesty.
- We shall always show respect for the worth and dignity of it all:
- We shall read and have an understanding of our organization by-laws.
- We shall always follow the rules, policy and procedures and by-laws of our organization.
- Responsible stewardship of resources; and
- Commitment to excellence in all that we do.

**Commitment to Excellence**

**La Habra Girls Softball Association**

**Creed of Excellence**

To attain Excellence, you must always,  
Care more than others think is wise,  
Risk more than others think is safe and,  
Dream more than others think is practical

### **III. Standards of Behavior for LHGSA**

#### **A. General Standards**

All board members of La Habra Girls Softball shall adhere to these general standards and ensure duties are discharged.

- With our Principals and Values in mind.
- In good faith;
- According to the by-laws of La Habra Girls Softball.
- In the best interest of La Habra Girls Softball.
- Exercising due diligence in decision making; and
- So that all involved are provided with information, reports, statements, or financial data that is;
  - 1- Accurate,
  - 2- Timely,
  - 3- Legal, and
  - 4- Not tainted by conflicts of interest.

#### **B. Conflicts of Interest**

A member of The La Habra Girls Softball Board of Directors shall be deemed to be in conflict of interest with La Habra Girls Softball if he/she;

- Uses organization information for private gain, either financially or competitively; or
- In any other way stands to gain or cause a family member or domestic partner to materially gain either financially or competitively from their activities or decision making. The only exception is a league vendor with a current annual contract that will carry a policy and procedure as an individual directive.

Conflicts of interest shall be mitigated by open and public disclosure of any and all conflicts of interest and a voluntary recusal from the decision making process at a minimum, and if necessary from the activity by the person(s) involved.

#### **C. Additional Standards for Board Members**

In addition to the above, La Habra Girls Softball Board Members shall;

- Be mindful of their fiduciary responsibility as a member of the governing body of the organization.
- Respect and support the majority decisions of The La Habra Girls Softball Board of Directors.
- Recognize and respect the legal authority that rests with the La Habra Girls Softball Board of Directors as a whole and not individual board members; and
- Respect the confidential nature both legally and morally for matters discussed in executive session, including personal, legal matters, organizational discussions and decisions pertaining to these.
- Uphold the confidentiality of membership information.
- Respect your fellow board member's;
  - 1- Personal views and outlooks as an individual while in discussion.
  - 2- Capability of participation due to conflicts such as work personal or family crisis or illness.
  - 3- General respect of ones enthusiasm to promote healthy progression and growth of the program; and
  - 4- Always to respect the feelings of an individual by refraining from malicious gossip, slanderous statements or demeaning statements of ones character.

**D. Decision Hierarchy**

La Habra Girls Softball makes decisions based on the following priorities (in order) considering individual facts and circumstances.

1. The best interests of the La Habra Girls Softball program.
2. The best interest of an individual team.
3. The best interest of an individual player.
4. The best interest of the coaches and parents.

This hierarchy recognizes a player is not well served without a team to play on and if a team is not well served without a strong league to provide facilities, coaches and opportunity. It recognizes none of the membership is well served unless the program and all of its events and programs designed to protect and serve the membership are strong and of the highest quality.

**IV. Enforcement**

Failure to adhere to this code of ethics may result in a hearing sanctioned by the board of directors. Appropriate actions(s) may be taken up to and including expulsion from the organization by the guidelines of consequences as defined in the league by-laws.

I \_\_\_\_\_ have read and understand this document and by  
(Print name)  
signing my name, I hereby consent to abide by the La Habra Girls Softball league by-laws and this Board of Directors Code of Ethics in a commitment to be proactive with conducting, improving and maintaining the La Habra Girls Softball Association.

Signature: \_\_\_\_\_

Board position: \_\_\_\_\_

Date: \_\_\_\_\_

Witness sign: \_\_\_\_\_

Print name: \_\_\_\_\_