

## **PASEO WESTPARK MAINTENANCE ASSOCIATION CODE OF CONDUCT**

This Code of Conduct is a reminder to all individuals who serve Paseo Westpark Maintenance Association of their responsibility to maintain an ethical, professional and respectful environment on behalf of the Homeowners. This code supplements and is in addition to all rules, regulations, and applicable law governing the conduct of all individuals including volunteers, committee members, Officers, Directors and management staff.

### **Expectations:**

1. The best interests of Paseo Westpark Maintenance Association and its Homeowners shall be protected and promoted in every instance.
2. Inappropriate conduct including sexual harassment, disparagement, slander, or creation of a hostile environment is not condoned, accepted, or approved by the Association and is outside the course and scope of authorized conduct.
3. All communications shall be professional, respectful, and civil.
4. All meetings shall be conducted with civility and respect afforded to all individuals.
5. All potential conflicts of interest shall be fully disclosed to the Board.
6. No individual has the authority to commit or obligate the Association without prior written authority or approval from the Board.
7. No individual has the authority to speak for or on behalf of the Association without prior written authority or approval from the Board.

### **For any violation of this Code of Conduct, rules, regulations, or applicable law:**

1. The Board of Directors, at its discretion, may subject the individual responsible to immediate censure, dismissal or termination of position, power, privilege, and authority to act for or on behalf of the Association, subject to applicable law.
2. May result in claims and prosecution of legal remedies as appropriate against the individual.
3. The Association will not indemnify, defend or hold any individual harmless of any claims, actions, liabilities, or consequences arising out of any conduct outside the course and scope of authorized conduct.