Board Members' Code of Conduct

The board expects of itself and its members ethical conduct. This commitment includes proper use of authority and appropriate decorum in group and individual behavior when acting as board members.

1. Board members must represent unconflicted loyalty to the interests of the ownership. This accountability supersedes any conflicting loyalty such as that to advocacy or interest groups and membership on other boards or staffs. This accountability supersedes that personal interest of any director acting as an individual consumer of Northern Community Radio's services.
2. Board members must avoid any conflict of interest with respect to their fiduciary responsibility.
    a. There must be no self-dealing or any conduct of private business or personal services between any director and Northern Community Radio except as procedurally controlled to assure openness, competitive opportunity, and equal access to "inside" information.
    b. Board members must not use their personal positions to obtain for themselves, family members, or close associates employment within the organization.
    c. Should a director be considered for employment by the organization, they must temporarily withdraw from board deliberation, voting, and access to applicable board information.
3. Board members may not attempt to exercise individual authority over the organization, except as explicitly set forth in board policies.
    a. Board members' interactions with the CEO or with staff must recognize the lack of authority in any individual director or group of
    board members except as noted above.
    b. Board members' interactions with the public, press, or other entities must recognize the same inability of any director or board member to speak for the board.
    c. Board members will make no judgments of the CEO or staff performance except as that performance is assessed against explicit board policies by the official process.

Governance Process
Policy #4: Board Member's Code of Conduct
Initially adopted: 1/93
Amended: 10/24/11, 10/22/12, 10/27/14, 9/23/19, 8/22/22, 3/27/23