

Board Code of Conduct

A fundamental factor in the successful operation of Destination ImagiNation, Inc. is the maintenance of sound and harmonious work relationships among **Board** members. These relationships are subjected daily to a variety of stresses which occasionally result in their deterioration. Such deterioration is inevitably accompanied by consequences that are detrimental to both the organization and individuals. The Destination ImagiNation **Board of Trustees** developed this code of conduct based on the tools needed for teamwork as a guide for establishing sound relationships to help maintain an environment of trust, mutual respect and support.

1) Trust each other

It is important for all members of the **Board** to help and support each other in an atmosphere of trust. To do this, **Board** members must always keep confidential information confidential, be willing to admit and correct mistakes, and be objective in our approach. An environment of fun and humor will encourage the growth of trust.

2) Establish common goals

The primary goal of the **Board** is to fully support the mission and vision of Destination ImagiNation. **Board** members are passionate about the program. That passion must always translate to positive actions that are in the best interest of the program.

The **Board** must lead by example and believes we must be held to a higher standard than we expect from our employees, volunteers and participants. Therefore we pledge to hold ourselves, as **Board** members, accountable to this Board Code of Conduct.

3) Respect each other

Board members will demonstrate their respect for their team by exhibiting the highest integrity. We will refrain from caucusing and instead bring all Board issues to the full **Board**. Our behavior will at all times be honest, consistent, and fair to everyone within the Destination ImagiNation community. As **Board** members, we will avoid being judgmental and try to communicate clearly without offending. We will be responsible and accountable to our teammates and ourselves.

4) Be willing to use the ideas of other team members

All **Board** members will be willing to ask tough questions and prepared to accept truthful answers. We will communicate with all members of the team, sharing ideas and striving for decisions that benefit the students, volunteers, staff, and program.

5) Make decisions together

Differing ideas can be very healthy and aid in reaching an objective and balanced decision. However, once a consensus is reached and a vote has been taken, **Board** decisions are final. All **Board** members shall support **Board** decisions and exercise maximum effort to implement such decisions, even though they may have been made without or against an individual member's recommendation/approval.

The **Board** speaks with one united voice, but responsible dissent may be appropriate. Individual **Board** members are obligated to support all **Board** decisions to the membership.

6) Take obvious pride in the team and its solution

We will take in our activities and our results. It is the responsibility of **Board** members to actively support the Executive Director and **Board** decisions.

7) Use the strength of others

The volunteers of Destination ImagiNation have unlimited creative potential coupled with amazing skills. Whenever possible, the **Board** will engage a variety of volunteers to utilize their strengths for the organization.

The dedicated staff of Destination ImagiNation provides the needed structure for many activities of the organization. **Board** members will understand and respect the duties and abilities of the DI staff and avoid micromanaging their responsibilities.

The Affiliate Directors have a more local relationship with the participants and volunteers in Destination ImagiNation. The **Board** will actively solicit input from our Affiliate Directors and maintain close links with the officers of DIAD.

8) Establish and use team roles

To accomplish all these things, it is essential that the **Board** define key roles to assure a clear and representative voice is used to provide communications to **Board**, to staff, and to membership.

In addition to roles and duties defined in the bylaws, policies, and guidebooks:

- The **Board** Chair is the official Spokesperson for the **Board**
- **Board** Committee chairs communicate for their committees with the **Board**.
- The Executive Director is the official spokesperson for all tactical areas under his responsibility.

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