

Illinois Park and Recreation Association CODE OF ETHICS

IPRA has adopted a code of ethics to guide its board members, council members, section members, committee members, and staff in their conduct when acting on behalf of the IPRA. The Code contains broad principles reflecting the types of behavior the IPRA expects towards constituents, employees, peers and the public. The Code is intended to provide a framework for ethical decision-making, as no Code can provide specific guidance for all situations. This policy is not intended as a stand-alone policy. It does not embody the totality of the IPRA's ethical standards, nor does it answer every ethical question or issue that might arise. Rather, it is one element of a broader effort to create and maintain a quality organization that gives ethical conduct the highest priority. This Code will be reviewed periodically. Board members, council members, section members, committee members and staff will:

1. Exercise care, good faith, and due diligence in organizational affairs.
2. Strive for excellence and innovation and demonstrate professional respect and responsiveness to constituents and others.
3. Contribute to an organizational culture that respects the diverse, individual contributions of staff and leadership.
4. Respect the confidentiality of sensitive information about the IPRA, its constituents, board, and employees.
5. Comply with applicable federal, state, and local laws, regulations, and fiduciary responsibilities.
6. For the board of directors, provide credible and effective oversight to the organization's work.
7. Abide by the governing documents and policies of the IPRA, including the conflict of interest and reporting of unethical or illegal conduct policies.
8. Be accountable for adhering to this Code of Ethics.
9. Act at all times in accordance with the highest ethical standards and in the best interest of the IPRA, its constituents and reputation.
10. I understand that any and all "work" (including but not limited to all concepts, inventions, formulas, discoveries, improvements, trade secrets, original works of authorship, know-how, software, code, publications, websites, designs, proposals, strategies, processes, methodologies and techniques, and any and all other information, materials and intellectual property, in any medium) that are created, as a volunteer with the Association is a "work made for hire." This means that I assign and transfer to the Association all rights, title and interest that the work has, including any and all intellectual property rights. As the Association, IPRA has unrestricted right to use and create derivative works based on, or otherwise exploit for any purpose, the Work and any portion thereof, in any manner and medium throughout the world.

Compliance, Monitoring and Reporting:

The IPRA management is responsible for communicating this Code of Ethics to all employees and volunteers and for ensuring its contents are understood and followed. Breaches of this Code should be reported to the IPRA Executive Director who will investigate and take action as deemed appropriate. If violation involves the IPRA Executive Director, the violation shall be reported to the Board Chair of the IPRA Board of Directors who will investigate and take action as deemed appropriate.