

Mannford Chamber of Commerce

Member Code of Conduct

Revised 12-7-2025 .

Purpose

The Mannford Chamber of Commerce is committed to fostering a positive, ethical, and professional business environment that supports the prosperity of the Mannford area. This Member Code of Conduct establishes expectations for behavior and standards of professionalism for all Chamber members and is intended to protect the integrity, reputation, and effectiveness of the Chamber.

This Code of Conduct is adopted by the Board of Directors as a standalone governance policy and is enforced in accordance with Article III – Membership of the Chamber bylaws.

Applicability

This Code of Conduct applies to:

- All Chamber member businesses and their owners, employees, and representatives
- Conduct occurring at Chamber meetings, events, programs, and activities
- Conduct occurring online or in public forums when representing or reasonably associated with Chamber membership

General Standards of Conduct

Chamber members are expected to:

- Conduct business operations lawfully, ethically, and professionally
- Act with honesty, integrity, and respect in all Chamber-related interactions
- Support the mission, goals, and public image of the Chamber
- Represent Chamber affiliation accurately and responsibly
- Treat all individuals with dignity and respect

Prohibited Conduct

The following conduct is inconsistent with Chamber membership expectations and may result in disciplinary action:

- Actions that materially harm or damage the reputation, credibility, or public trust of the Chamber
- Misrepresentation of the Chamber, its officers, directors, decisions, or positions
- Unauthorized or misleading use of the Chamber's name, logo, branding, or events
- Harassment, intimidation, discrimination, or abusive behavior toward Chamber members, directors, volunteers, partners, staff, or the public
- Threatening, disruptive, or inappropriate behavior at Chamber meetings or events
- Illegal or unethical business practices that reflect adversely on the Chamber
- Public statements or conduct that falsely imply Chamber endorsement or support
- Retaliation against any individual for raising a concern or participating in a disciplinary review
- Failure to comply with Chamber bylaws, policies, or Board directives

Social Media and Public Communications

Members shall exercise professionalism and good judgment when referencing the Chamber in public communications, including social media. Members shall not:

- Present personal opinions as official Chamber positions
- Use Chamber platforms or affiliation to attack, harass, or demean others
- Share confidential Chamber information

The Chamber recognizes the right to free expression but expects members to avoid conduct that could reasonably be interpreted as representing the Chamber in a harmful or misleading manner.

Conflicts of Interest

Members shall avoid situations in which personal, financial, or business interests conflict with the interests of the Chamber. Any perceived or actual conflicts should be disclosed promptly to the Board of Directors.

Reporting Concerns

Concerns regarding violations of this Code of Conduct may be submitted in writing to the President, Vice President, or Board of Directors. Reports should include sufficient detail to allow appropriate review.

Enforcement and Discipline

Violations of this Code of Conduct may result in disciplinary action consistent with Article III – Membership of the Chamber bylaws, which may include:

- Informal guidance or written warning
- Temporary suspension of membership privileges
- Emergency suspension when immediate harm is reasonably believed to exist
- Termination of membership

All disciplinary actions shall be handled in good faith, with discretion, and with an opportunity for the member to be heard as required by the bylaws.

Confidentiality

All matters related to alleged violations and disciplinary proceedings shall be handled with discretion and confidentiality to the extent reasonably practicable.

Adoption and Amendments

This Member Code of Conduct is adopted by the Board of Directors and may be amended by Board action as needed. Amendments do not require a bylaws amendment but shall be communicated to members for transparency.

Acknowledgment

Membership in the Mannford Chamber of Commerce constitutes acknowledgment of and agreement to comply with this Code of Conduct.

Adopted this 18th day of December, 2025

Amy Spess 1.8.20 President

Rosal Slough Secretary

Lexie Dorius Treasurer

Lisa Jenkins Director

Troy Campbell Director

Colleen Castillo Director

[Signature] Director