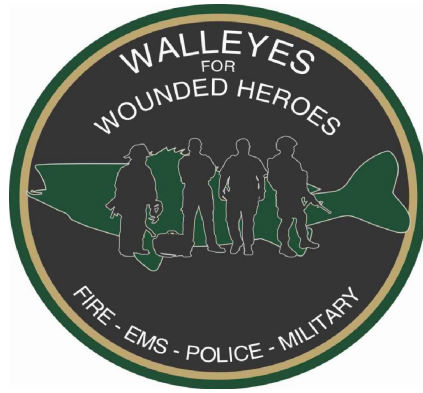


Walleyes for Wounded Heroes Code of Conduct Policy



Code of Conduct Policy

Revision 2.0

Our Mission

The mission of Walleyes for Wounded Heroes (W4WH) is to honor and empower our wounded heroes by providing opportunities for our nation's current or former uniformed members of the United States Armed Forces, sworn Law Enforcement Officers, sworn Fire Fighters and sworn or affirmed Emergency Medical Responders, all of whom have been injured from combat operations or line-of-duty service, to reconnect with nature's healing properties.

Walleyes for Wounded Heroes

Code of Conduct Policy

Table of Contents

Purpose.....	3
Our Culture.....	3
Our Core Values.....	3
Our Standards of Personal Conduct.....	4
A. Integrity.....	4
B. Drugs/Alcohol Use/Abuse.....	4
C. Violent, Dangerous, Irresponsible or Illegal Behavior/Conduct.....	5
D. Passionate About Wounded Heroes Needs.....	6
E. Accountable For Our Own Actions.....	7
F. Work Together As a Team.....	7
G. Respect for Each Other.....	7
H. Ethical Leadership.....	8
I. Conflicts of Interest.....	8
J. Confidentiality.....	8
Acceptance of the Walleyes for Wounded Heroes Code of Conduct:.....	9

Walleyes for Wounded Heroes

Code of Conduct Policy

Purpose

Members of the Board of Trustees of W4WH are committed to observing and promoting the highest standards of ethical conduct in the performance of their responsibilities.

The purpose of this Code of Conduct policy is to

- Develop and maintain a standard of conduct that is acceptable to W4WH.
- Establish organizational values and to drive its actions and principles.
- Provide guidance and direction for personal conduct

This policy applies to (but is not limited to) W4WH:

- Board of Trustees
- Officers
- Members
- Sponsors
- Volunteers
- Participants

Our Culture

Adhering to our Code of Conduct is critical to carrying out our Mission, achieving our Vision and living our Culture. It is the document that guides our overarching commitment to compliance and our ethical Culture

- We put safety first.
- We are accountable.
- We act with integrity, transparency and humility.
- We are here to serve our wounded heroes.
- We embrace change, innovation and continuous improvement.
- We value diversity and inclusion.
- We speak up, listen up and follow up.
- We succeed through collaboration and partnership.

Our Core Values

Our values guide how we behave as individuals, and collectively, our behaviors determine how we are perceived as an organization. Following are the five core values that each of us must follow and the underlying behaviors that support each value.

- We act with integrity and communicate honestly and openly
- We are passionate about meeting our wounded heroes' needs
- We are accountable for all of our own actions
- We work together as a team and are committed to excellence and innovation
- We respect each other and celebrate our diversity

Walleyes for Wounded Heroes

Code of Conduct Policy

Our Standards of Personal Conduct

Our conduct at all W4WH events, meetings, presentations to sponsors and/or donors or other opportunities to interact with the public has a major impact on W4WH's ability to achieve its mission. The following standards are the behaviors and actions we expect to be taken to ensure our core values are always evident in all that we do and say.

A. Integrity

We must endeavor at all times to be people of high character; we must show respect for others inside and outside our mission; and we must strive to conduct ourselves in ways that favorably reflect on W4WH and the veterans we serve.

- Act ethically and with integrity
- Deal with people and issues openly, directly and respectfully
- Take actions that are consistent with words
- Have a “can do” attitude and bias for action
- Hold self and others accountable for results
- Do the right thing even if unpopular or risky
- Show respect and credibility at all W4WH events
- Maintain a professional and positive attitude with all officers, trustees and volunteers at all times
- Encourage professional decision making and responsibility
- Comply with all laws

B. Drugs/Alcohol Use/Abuse

W4WH maintains a strict policy prohibiting the purchase, possession, use, sale or distribution of controlled substances and/or habit-forming drugs (other than legally prescribed by a physician) by its Members, sponsors, volunteers and participants.

- W4WH considers substance abuse as presenting serious mental and physical health threats to the individual involved and a potential danger to others.

It is the policy of W4WH to prohibit illegal drugs from being possessed, stored, or used while participating in any W4WH meetings or activities wherever held.

- Possession, storage or use of illegal drugs while engaged in W4WH business or activities is strictly prohibited and may result in exclusion from participation in W4WH activities.
- Similarly, bringing to or using alcoholic beverages at W4WH activities except where authorized is strictly prohibited and may result in exclusion from participation in W4WH activities.
- When alcohol is served or is available at a W4WH-sponsored event, you are expected to conduct yourself in a responsible and professional manner at all times. Failure to do so

Walleyes for Wounded Heroes

Code of Conduct Policy

reflects poorly on both you and W4WH. This applies to all W4WH meetings, including all off-site programs, events, and travel to and from these events.

- Members, sponsors, volunteers, and participants should not participate in W4WH activities under the influence of alcohol.

C. Violent, Dangerous, Irresponsible or Illegal Behavior/Conduct

Conduct by Members, volunteers, sponsors, or participants that is illegal, violent, dangerous, or irresponsible puts innocent victims at risk, damages the reputation of others involved with, and undercuts public respect and support for, W4WH.

- It is not enough simply to avoid being found guilty of a crime. We are all held to a higher standard and must conduct ourselves in a way that is responsible, promotes the values of W4WH, and is lawful.
- Members, volunteers or participants convicted of a crime or subject to a disposition of a criminal proceeding (as defined in this Policy) may be excluded from all future W4WH activities and events in the discretion of the Board of Trustees.
- But even if the conduct does not result in a criminal conviction, individuals found to have engaged in any of the following conduct will be subject to discipline. Prohibited conduct includes but is not limited to the following:
 - Actual or threatened physical violence against another person, including dating violence, domestic violence, child abuse, and other forms of family violence; assault and/or battery, including sexual assault or other sex offenses; stalking, harassment, or similar forms of intimidation
 - Illegal possession of a gun or other weapon (such as explosives, toxic substances, and the like), or possession of a gun or other weapon at any W4WH activity or event
 - Illegal possession, use, or distribution of alcohol or drugs
 - Crimes of dishonesty such as blackmail, extortion, fraud, money laundering, or racketeering
 - Theft-related crimes such as burglary, robbery, or larceny
 - Crimes against law enforcement, such as obstruction, resisting arrest, or harming a police officer or other law enforcement officer
 - Conduct that poses a genuine danger to the safety and well-being of another person.

A Member, volunteer, sponsor, or participant violates this policy when he has a disposition of a criminal proceeding (as defined) or if W4WH's investigation demonstrates that he/she engaged in conduct prohibited by the Code of Conduct Policy. In cases where a person is not charged with a crime, or is charged but not convicted, he/she may still be found to have violated the

Walleyes for Wounded Heroes

Code of Conduct Policy

Policy if the credible evidence establishes that he/she engaged in conduct prohibited by this Code of Conduct Policy.

- Members, volunteers, sponsors, or participants who are found to have violated the Policy will be given notice of the potential violation which may result in exclusion, for a period of time or permanently, from all W4WH activities and events.
- The individual will be furnished with the records and other reports that were relied on in addressing the matter, including records from law enforcement and a copy of any investigatory report and any documents relied upon by W4WH.
- The individual will be permitted to submit information in writing to rebut or otherwise respond to the report.
- In addition, the individual will have the opportunity to meet with the Trustees of W4WH in advance of exclusion.

Definitions

- “Disposition of a Criminal Proceeding” – includes an adjudication of guilt of admission to criminal violation; a plea to a lesser included offense; a plea of nolo contendere or no contest; or the disposition of the proceeding through a diversionary program, deferred adjudication, disposition of supervision, conditional dismissal, or similar arrangements.
- “Repeat Offenders” – Individuals who have had previous violations of law or of this policy may be considered repeat offenders. When appropriate, conduct occurring prior to the individual’s association with W4WH will be considered.

D. Passionate About Wounded Heroes Needs

We will be passionate about meeting the needs of our wounded heroes. We will do our best to support the emotional, mental and physical needs of every wounded hero.

- Demonstrate a passion for understanding and meeting their needs
- Take active responsibility for the quality of service we provide
- Have a “can do” attitude and bias for action
- Hold self and others accountable for results
- Build safety into everything we do
- When a need arises, seek the proper professional help or ask assistance to meet the heroes’ needs

E. Accountable For Our Own Actions

We will be accountable to each other to ensure the overall success and continued operation of W4WH.

- Take accountability for actions, decisions and results vs. blaming
- Faithfully abide by the W4WH By-laws and policies

Walleyes for Wounded Heroes

Code of Conduct Policy

- Exercise reasonable care, good faith and due diligence in organizational affairs.
- Fully disclose, at the earliest opportunity, information that may result in a perceived or actual conflict of interest.
- Fully disclose, at the earliest opportunity, information of fact that would have significance in board decision-making.
- Remain accountable for prudent fiscal management to W4WH and where applicable to government and funding bodies.

F. Work Together As a Team

We must work together as a team. We cannot accomplish our mission if everyone does their “own thing”. Solutions to issues are best resolved by looking at the issue from different perspectives and then doing what is right for all involved.

- Take ownership of team goals and are accountable for own part in the process
- Have high performance expectations and a mindset of excellence
- Promote teamwork among committees; discourage “we vs. they” thinking
- Openly give and receive coaching and feedback
- Embrace change and are personally willing to undertake it
- Exercise the responsibility for the good of all members of the organization rather than personal gain
- Strive to the highest levels of service and performance
- Listen to input from teammates to reach the best solution

G. Respect for Each Other

We must not only treat each other with respect, but we must have respect for each other and the different views we have as people.

- Treat fellow human beings with respect
- Appreciate and value each other and our diverse backgrounds and life experiences
- Celebrate and leverage our diversity
- Invite feedback from others
- Foster a climate of trust and openness between people

H. Ethical Leadership

W4WH, Inc. officers, trustees and volunteers are expected to exhibit individual leadership as a role model for maintaining the highest standards of ethical conduct.

- Maintain a professional level of courtesy, respect, and objectivity at all W4WH, activities and events.
- Be ethical - act ethical in every interaction with every officer, trustee, volunteer, and those whom we serve.
- Assist other members of the board in upholding the highest standards of conduct

Walleyes for Wounded Heroes

Code of Conduct Policy

- Earn respect and trust; increase our credibility with those we serve
- Seek expert guidance if ever in doubt about the ethical propriety of a situation
- Respect the uniqueness and intrinsic worth of every individual
- Treat all people with dignity, respect, and compassion to foster a trusting environment free from harassment, intimidation and discrimination
- Regardless of personal opinion or preference, support decisions made by the our organization that are both ethical and legal
- Refrain from using your position for personal, material or financial gain or the appearance of such
- Refrain from giving or seeking preferential treatment

I. Conflicts of Interest

We must maintain a high level of trust with all officers, trustees, volunteers, and those we serve and should not engage in any activities that create actual, apparent, or potential conflicts of interest

- Disclose conflicts of interest or the appearance thereof to the officers and/or Board of Trustees

J. Confidentiality

We must consider and protect the rights of individuals, especially in the acquisition and dissemination of information.

- Acquire and disseminate information through ethical and responsible means
- Safeguard restricted or confidential information
- Ensure the accuracy, source and completeness of all communicated information

Walleyes for Wounded Heroes

Code of Conduct Policy

Acceptance of the Walleyes for Wounded Heroes Code of Conduct:

I have read and agree to abide by the W4WH Personal Conduct Policy. If I fail to abide by this policy, fail to sign this agreement, or fail to complete all of the requested information below, I understand that my membership with or participation in the W4WH organization may be terminated.

Signature: _____

Printed Name: _____

Complete Address: _____

E-Mail Address: _____

Phone Number: _____

Please circle one: **Volunteer**
 Trustee
 Officer of W4WH
 Participant
 Sponsor
 Boat Captain

Other, please explain: _____

