



## **Code of Conduct**

**Adopted November 4, 2024**

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## Purpose

Persons elected/appointed to the Board of Directors and Committees of the Tribal Leadership Council (TLC) are expected to adhere to high standards of conduct when serving in those positions, any in any communications to third parties concerning the TLC’s affairs or the work of the board or committee to which the person has been named. The following is a general set of standards and principles that the TLC expects will guide your performance in the position to which you have been elected/appointed.

## Loyalty

By electing/appointing you to an official position, the Board of Directors has manifested its belief that you will be committed to acting in the best interests of the TLC in the performance of your duties. This means that you will not be:

1. Influenced by any person, group, or entity with interests adverse to the TLC to act or speak in a way that would advance those interests over those of the TLC.
2. That you will not publish any criticism of the TLC or its officers, board, or committees whether orally, in print, or on any social media.
3. You will seek to act in the best interest of the TLC throughout your service in the position in which you have been elected/appointed.

## Ethics

You will comply with the highest ethical standards:

1. Being honest in your dealings with fellow Directors, Officers, representatives, staff, and agents of the TLC, refraining from false and misleading representations.
2. Refusing to accept any gifts favors, or inducements of any kind that are or might be intended to affect your actions as a Director, Officer, or Committee Member.

## Confidentiality

Much of the business that will come before you should be considered confidential in nature, especially where it involves employee matters, dealing with third parties, contracts, or as otherwise prescribed by law or contractual obligation. You are expected to maintain the strictest confidence in such matters, and will not share any information of this nature with anyone other than persons within the organization who are properly involved in the matter, or unless ordered by a court to disclose such information.

## Interacting with Third Parties and the Public

In accordance with the By-laws of the TLC, the Chair of the Board of Directors or their authorized representative shall be responsible for interaction with the public and the press.

Information requests from those inside and outside the TLC shall be forwarded to the appropriate Officer of the TLC.

The following internal controls shall be established and followed to provide a reliable and dependable accounting system with regard to recordkeeping, cash receipts, and cash disbursements.

## Conflicts of Interest

Conflicts of interest shall be disclosed to the body on which you serve prior to the vote in accordance with the By-Laws of the TLC and the Related Party Transaction Policy. You may excuse yourself from being present during the consideration of such matters.