

InterPride

INTERNATIONAL
ASSOCIATION
OF PRIDE ORGANIZERS

CODE OF ETHICS AND CONDUCT

NOVEMBER 2023

PURPOSE

InterPride seeks to maintain a professional and ethical environment. It is imperative that Global Advisory Council Members (GACs), Members, Individuals, Staff/Contractors/Consultants, and Officers conduct themselves in a professional manner, strive to avoid conflicts of interest/personal advantage, protect our reputation and integrity, and to operate the organization/their duties in an open and transparent manner, with accountability and integrity. By adhering to a Code of Ethics and Conduct, GACs, Members, Individuals, Staff, and Officers all base their conduct on the core values (Values Statement) and principles of the mission statement of InterPride.

The Code of Ethics and Conduct includes, but is not limited to, the mission of the organization, its system of governance, compliance with laws and regulations, responsible stewardship of funds and donations, open disclosure of information, regular review of programs for effectiveness, and integrity in both operation and fundraising methods.

SECTION 1 – CODE OF ETHICS AND CONDUCT EXPECTATIONS

We hold true:

- Respect for the communities we work with and serve.
- Integrity in our actions.
- Responsibility for our decisions and their consequences.

We are committed to:

- Acting honestly, truthfully, and with integrity in all our transactions and dealings
- Avoiding conflicts of interest
- Appropriately handling actual or apparent conflicts of interest
- Treating our Solidarity and Scholarship grantees fairly
- Treating every individual with dignity and respect
- Treating our Board members and Staff with fairness, good faith, and provide conditions that safeguard their rights and welfare
- Acting responsibly toward the communities in which we work and for the benefit of the communities that we serve
- Being responsible, transparent, and accountable for all of our actions; and
- Improving accountability, transparency, ethical conduct, and effectiveness.

SECTION 2 – CODE OF ETHICS AND CONDUCT GUIDELINES

- A. ACTIONS** – GACs, Members, Individuals, Staff, and Officers are expected to act in a manner that will reflect a positive image for the Organization, fulfill their duties under the Bylaws, and other policies and procedures that may be adopted, from time to time, by the Membership, the Board of Directors, or the Officers; and work to further the Organization’s mission, vision, and goals.
- B. INTENTIONS** – No GACs, Members, Individuals, Staff, and Officers shall knowingly or willfully violate the Articles of Incorporation, Bylaws, and other policies and procedures that may be adopted, from time to time, by the Membership, the Board, or the Officers.
- C. CONFLICTS OF INTEREST** – Any GACs, Members, Officers, Individuals, and Staff/Contractors/Consultants that find themselves a party to a conflict of interest or the appearance thereof, with regards to any matter before the Board or Officers, shall immediately and fully disclose the nature of the conflict of interest or appearance thereof to the appropriate body and recuse themselves from attempting to influence the outcome and/or voting on such a matter. This also applies to all candidates for GAC and Officer positions.

SR 08.04 – CODE OF ETHICS AND CONDUCT (CONT.)

REVISED SEPTEMBER 2021

- D. INFLUENCE** – No GACs, Members, Officers, Individuals, and Staff/Contractors/Consultants shall use their membership, position, title, or association with the Organization to secure special privileges or exemptions for themselves personally with third parties/other organizations.
- E. COMPENSATION** – No GACs, Members, Officers, Individuals, and Staff/Contractors/Consultants shall directly or indirectly receive or agree to receive any compensation, gift, reward, or gratuity valued at over fifty (\$50) USD from any source for any matter connected with or related to their duties. This provision shall not apply in the following circumstances:
1. Regarding reimbursement or other monies from the Organization related to the exercise of a GAC or Officer's duties, as defined by the Bylaws and other policies and procedures that may be adopted, from time to time, by the Membership, the Board of Directors, or the Officers; and
 2. Regarding items provided to all attendees of a conference or other event related to the exercise of a GAC or Officer's duties, as defined by the Bylaws and other policies and procedures that may be adopted, from time to time, by the Membership, the Board of Directors, or the Officers.
- F. COMMITMENT** – No GACs, Members, Officers, Individuals, and Staff/Contractors/Consultants shall directly or indirectly promise or agree to commit any expense for another member, delegate, scholarship awardee, or a vendor on behalf of the Organization.
- G. EXPECTATIONS** – GACs, Members, Officers, Individuals, and Staff/Contractors/consultants are expected to uphold the Organization's Equal Opportunity and Respect policy (Standing Rule 03.03, Section 1) as it applies to the execution of their duties and responsibilities. Furthermore, they are expected to treat all Member representatives, their fellow GACs, Members, Officers, Individuals, and Staff/Contractors/consultants; and the general public, in a respectful manner at all times; and working to foster an open and welcoming environment during meetings, events, and other functions of the Organization.

SECTION 3 – VIOLATIONS

Alleged and verifiable violations of this policy shall be dealt with through the Organization's Resolution Process outlined in this document.

APPLICABLE DOCUMENTS

[BYLAWS](#)

[BOARD AGREEMENT](#)

[BOARD HANDBOOK](#)

[GAC RULES & REGULATIONS](#)

[CONFLICT OF INTEREST POLICY](#)

[REGIONAL REPRESENTATIVE GUIDE](#)

[ROBERT'S RULES OF ORDER CHEAT SHEET](#)

[VALUE STATEMENTS](#)