

# CODE OF ETHICS & STANDARDS OF CONDUCT



Prepared for 1<sup>st</sup> Reading on October 16, 2024

Prepared for 2<sup>nd</sup> Reading November 12, 2024

Adopted January 15, 2025

## **Purpose of this Document:**

This document aims to create a set of shared values and standards of conduct for the Friends of the Republic Library Board of Directors (Directors) to guide how they make decisions and govern the Friends (FORL).

FORL depends on its community's trust to achieve its mission successfully. Therefore, all directors must conduct business on behalf of FORL with the highest level of integrity.

## **Purpose of the Board of Directors:**

The Friends of the Republic Library Board of Directors are responsible for ensuring additional curated library programs for the communities of Ferry County. Directors serve as advocates, approving adequate funding, promoting resource utilization, and expanding service access.

They champion equal access to information as a constitutional right and as a way to sustain a democratic way of life. Directors represent the library to the community and governing officials, fostering partnerships to enhance library services and support community needs.

## **Directors Agree To:**

- Uphold the integrity of FORL and perform their duties impartially.
- Respect the opinions of their colleagues and of library administration and will not be critical or disrespectful when they disagree or oppose a viewpoint different than their own. Directors must maintain civil conduct and discourse as a member of the FORL board. Any Director's conduct or motivations perceived to be of a harassing, retaliatory or discriminatory

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nature toward other Directors or toward library administration will not be tolerated.

- Disclosure of information obtained in Executive Session is prohibited.
- Reject discrimination based on any legally protected characteristic, including, but not limited to race, color, religion or belief system, national origin, sex, age, abilities, income, sexual orientation, gender identity, marital status, veteran status, political affiliation, and socioeconomic status.
- Protect and uphold library patrons right to privacy in their use of the library's resources.
- Act independently of partisan interests or public pressure.
- Clearly differentiate their personal philosophies and attitudes and from those of the library, acknowledging and supporting the formal position of the Board even if they disagree.
- Represent all users and potential users of the library fairly and equally.
- Respect applicable laws governing freedom of information. Support the right of every individual to both seek and receive information from all points of view without restriction.
- Recognizing, valuing, empowering, and learning from all members of our community, particularly those marginalized voices that have historically been silenced
- Support the efforts of librarians in resisting censorship of library materials by groups or individuals.
- Avoid situations in which their personal interests, activities or financial affairs are, or are likely to be perceived as conflicting with the best interests of FORL. If a Director believes that the potential for such a conflict exists, they shall promptly recuse themselves from the discussion and voting on that issue
- Refrain from interfering with the management responsibilities of library staff.
- No employee or board member/trustee of NCW Libraries can serve on the FORL Board.
- A Board member may be removed from the board for a violation of the code of ethics upon a majority vote of the Board.
- Any Friends member can voice concern and bring it to the attention of the FORL Board at a regular board meeting.

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## **Therefore:**

To uphold FORL's integrity, each Director shall annually sign this policy, confirming their understanding and commitment to its principles.

By signing below, I agree to abide by the Code of Ethics and Standards of Conduct established by FORL, adopted January 15, 2025.

Position 1: Patrice Beckwith

Position 2: Mary Ciais

Position 3: Cynthia Bonneau-Green

Position 4: Marna Friend

Position 5: Arwen Woolley

Position 6: Cathy Jo Gregory

Position 7: Emily Burt

Position 8: Cherie Gorton

Position 9: Christina Beckwith

Position 10: Tina Smith

Position 11: Julia Hershberger

Position 12: Katherine Meade

Position 13: Diane Engelking

Position 14: Leslie Tietsort

Position 15: