Code of Ethics for Your Cooperative

The Organizing Team (Team) believes it to be appropriate and useful to adopt a Code of Ethics to clarify any uncertainty which may exist now or in the future. This Code of Ethics will address two issues:

- The authority of the Organizing Team or of individual team members, and
- General rules applicable to organizing team conduct of co-op business.

The bounds of authority as outlined in this code serve as a medium by which greater unanimity and closer coordination can be effected between and among Organizing Team members.

**Authority**: The Team recognizes its authority as being limited to overseeing the affairs of the cooperative in a manner deemed beneficial to the cooperative as a whole; to employing a manager to be responsible for the overall and day-to-day management of the business under the direction of the Governing Board; and to effecting other duties as provided by the bylaws.

**Limits to Authority**: Each Team member recognizes that, except when the Team is in formal meeting, his/her authority is equal only to the rights and authority of any individual Team member of the cooperative Organizing Team and that no individual may take action on behalf of the cooperative alone unless explicitly delegated that authority by action of the Team.

**Disagreement**: The Team agrees that while an individual Team member may disagree with a policy or action adopted by the majority of the board, s/he should support said policy or action as being the considered judgment of the Team. Such an individual Team member shall have the right and duty to present further consideration in a manner consistent with the Team’s practices, and the Team shall have the duty of reconsidering its actions appropriately.
**Confidentiality:** The Organizing Team and each individual Team member agree that all Team members shall use the utmost of professional judgment and discretion in discussing disputed or confidential corporate actions, policies, or issues with the general public. All personal, real estate, marketing, legal, strategic planning, and financial matters will be considered sensitive issues subject to Team members good faith and discretion unless or until made specifically clear by action of the Organizing Team as a whole.

**Professional Conduct:** At all times Team members shall recognize that they project an image as a representative of the cooperative and shall conduct themselves in a professional manner which fosters confidence and reflects positively on the cooperative. All Team Members will respect the rights of other Organizing Team members—to communicate their ideas free from interruption and without intimidation. All Team Members shall affirmatively and, at any times, disclose any/all economic conflicts of interest.

Signed: _____________________________ Date: _______________________

Printed Name: ___________________________