

## **MOMS FOR LIBERTY – BREVARD COUNTY, FL CODE OF CONDUCT**

**Mission:** To protect our children’s education, preserve parental rights, and affect positive change in Brevard County schools.

**Goal:** To establish a set of principles and practices for Moms for Liberty - Brevard County, FL members that will set parameters and provide guidance for member conduct and decision-making.

**Code:** Members of Moms for Liberty - Brevard County, FL are committed to observing and promoting the highest standards of ethical conduct in the performance of their responsibilities as members. Moms for Liberty - Brevard County, FL members pledge to accept this code as a minimum guideline for ethical conduct.

### **TRUST AND CREDIBILITY**

The success of our organization is dependent on the trust and confidence we earn from our members and the community. We gain credibility by adhering to our commitments, displaying honesty and integrity and working toward our mission solely through honorable conduct. It is easy to say what we must do, but the proof is in our actions. Ultimately, we will be judged on what we do.

When considering any action, it is wise to ask: Will this build trust and credibility for Moms for Liberty – Brevard County, FL? Will it help create a positive image in the community in which Moms for Liberty – Brevard, County FL can succeed in their mission over the long term? Is the commitment I am making one I can follow through with? The only way we will maximize trust and credibility is by answering “yes” to those questions and by working every day to build our trust and credibility.

### **WE ADHERE TO THE GOLDEN RULE**

We all desire to be treated with dignity and respect. Moms for Liberty – Brevard County, FL is committed to demonstrating respect within our membership, our community, and our interactions with those we disagree with - because it brings out the full potential in each of us, which, in turn, contributes directly to the success of our mission.

Moms for Liberty – Brevard County, FL is committed to conducting our organization in a way that is free from abusive, offensive, or harassing behavior. The Golden Rule encompasses the following:

- Treat others, even those with which we disagree, with dignity and respect at all times.
- Always attack the policy or the issue, not the person when engaging in open debate. This includes all forms of online presence including social media.
- Address and report inappropriate behavior and comments that are harassing, abusive, offensive or unwelcome.
- Foster membership participation and/or dialogue that encourages the representation of different perspectives.
- Be open-minded and listen when given constructive feedback regarding others' perception of your conduct.

Moms for Liberty – Brevard County, FL members should feel comfortable to speak their mind, particularly with respect to topics that may be censored by society. Leadership has a responsibility to create an open and supportive environment where members feel comfortable raising such questions. We all benefit tremendously when we can foster an open dialogue with difficult subjects without fear of backlash or condemnation.

## ONLINE AND SOCIAL MEDIA SPECIFIC CONDUCT

Social media has changed the way we communicate, both at work and in our personal lives. Moms for Liberty - Brevard County, FL has established these guidelines for appropriate use of social media, including but not limited to:

- Networking sites (i.e. Facebook, LinkedIn, Twitter, Instagram)
- Video and photo sharing sites (i.e. Flickr, YouTube)
- Messaging platforms (i.e. Messenger, WhatsApp)
- Blogs, wikis, online forums and message boards (e.g. Quora)
- Internal messaging systems (e.g. Slack, Yammer)

These guidelines apply to both organization sponsored social media and personal use as it relates to Moms for Liberty - Brevard County, FL:

- **Be Transparent.** It is understood that in relation to Moms for Liberty - Brevard County, FL, individual member's social shares, comments and actions reflect their personal views and not the organization's official positions. Executive Board members sharing opinions or views about anything that may be related to Moms for Liberty - Brevard County, FL should add a disclaimer to posts such as: "Views expressed are my own."
- **Use Good Judgment.** Remember that what you share online is permanent. So be smart in what you say and do online. Ultimately, you are responsible for what you write, which can not only reflect on you personally but also on Moms for Liberty - Brevard County, FL's brand.
- **Uphold Our Values & Policies.** Guidelines for functioning online are the same as the values, ethics and confidentiality policies you are expected to uphold in general as a member of Moms for Liberty - Brevard County, FL.
- **Protect Confidential Information.** Never share Moms for Liberty - Brevard County, FL's confidential or proprietary information, or share upcoming news about Moms for Liberty - Brevard County, FL.
- **Proceed with Caution.** You may encounter negative posts about the Moms for Liberty - Brevard County, FL. Please refer back to the Golden Rule for how to interact with negative posters.
- **Respect Our Brand.** The Chapter Chair is the only person authorized to speak officially on behalf of the chapter unless he/she designates a spokesperson or specifically delegates that duty. Members are not allowed to create or manage Moms for Liberty - Brevard County, FL-branded social media accounts without official permission from Moms for Liberty - Brevard County, FL.
- **Stay Legal.** Respect copyright and fair use laws. Give credit where credit is due.

Thank you for observing these guidelines as you engage in online activity.

## LEADING BY EXAMPLE

The Moms for Liberty – Brevard County, FL Executive Board and those in leadership roles have the added responsibility for demonstrating, through their actions, the importance of this Code. In any organization, ethical behavior does not simply happen; it is the product of clear and direct communication of behavioral expectations, modeled from the top and demonstrated by example. Again, ultimately, our actions are what matters.

To make our Code work, leadership must be responsible for promptly addressing questions or concerns raised by members, and for taking the appropriate steps to deal with such issues.

## **POLITICIANS AND POLITICAL CANDIDATES**

Moms for Liberty – Brevard County, FL by nature will be interacting with local, state and maybe even federal politicians and political candidates on a regular basis. Members may reach out to these politicians and political candidates and identify as a member of Moms for Liberty – Brevard County, FL, but may not speak on behalf of the organization unless given express consent by the Board Chair. Official calls to action and other political stances the organization takes must be approved by the Executive Board.

## **UPHOLD THE LAW**

Moms for Liberty – Brevard County, FL's commitment to integrity begins with complying with laws, rules and regulations in the community we represent. Further, each of us must understand the organizational policies, and boundaries that apply to our specific roles as members. If we are unsure of whether a contemplated action is permitted by law or by Moms for Liberty – Brevard County, FL policy, we should seek the advice from legal counsel and the Executive Board. We are responsible for preventing violations of law and for speaking up if we see possible violations.

## **ACCURACY IN REPORTING**

Moms for Liberty – Brevard County, FL will make certain that all disclosures made in financial reports and public documents are full, fair, accurate, timely and understandable. This obligation applies to all Executive Board Members with any responsibility for the preparation for such reports, including drafting, reviewing and signing or certifying the information contained therein. No goal or mission of any kind is ever an excuse for misrepresenting facts or falsifying records.

Members should inform leadership if they learn that information in any filing or public communication was untrue or misleading at the time it was made, or if subsequent information would affect a similar future filing or public communication.

## **ACCOUNTABILITY**

At times, we are all faced with decisions we would rather not have to make and issues we would prefer to avoid. Sometimes, we hope that if we avoid confronting a problem, it will simply go away.

As members of Moms for Liberty – Brevard County, FL, we must have the courage to tackle the tough decisions and make difficult choices, secure in the knowledge that Moms for Liberty – Brevard County, FL is committed to doing the right thing. At times this will mean doing more than simply what the law requires. Merely because we can pursue a course of action does not mean we should do so.

Although Moms for Liberty – Brevard County, FL's guiding principles cannot address every issue or provide answers to every dilemma, they can define the spirit in which we intend to operate as an organization and should guide us in our daily conduct.

## **CONFIDENTIAL AND PROPRIETARY INFORMATION**

Integral to Moms for Liberty – Brevard County, FL's success is our protection of confidential information, as well as nonpublic information entrusted to our private membership. Confidential and proprietary information includes such things as names of those sharing insider knowledge, pricing and financial data,

names/addresses or nonpublic information about teachers, schools or members of the community. We will not disclose confidential and nonpublic information without a valid purpose and proper authorization.

Executive Board Members, leadership and those who represent Moms for Liberty – Brevard County, FL are trusted to behave responsibly and use good judgment to conserve organizational resources. Leaders are responsible for the resources assigned to their departments and are empowered to resolve issues concerning their proper use.

## **MEDIA & SPEAKING FOR THE ORGANIZATION**

Moms for Liberty – Brevard, FL is a high-profile organization in our community, and from time to time, members may be approached by reporters and other media. In order to ensure that we speak with one voice and provide accurate information about the organization, we should direct all media inquiries to the Board Chair. No one may issue a press release, accept a speaking engagement, or write letters on behalf of the organization without first consulting with the Board Chair.

Speaking publicly as a Moms for Liberty - Brevard County, FL member at school board, delegation, or other meetings that allow for public comment should always represent member views as an individual and never represented as an official stance of the organization as a whole. It is highly recommended that you have a well thought out public comment, framed within the time allowed, so that your points are made clearly and effectively. If you don't have anything of relevance to say, don't feel obligated to speak.

## **DOING THE RIGHT THING**

Several key questions can help identify situations that may be unethical, inappropriate or illegal. Ask yourself:

- Does what I am doing comply with the Moms for Liberty – Brevard County, FL bylaws, guiding principles, Code of Conduct and organizational policies?
- Have I been asked to misrepresent information or deviate from normal procedure?
- Would I feel comfortable describing my decision to the Executive Board?
- How would it look if it made the media headlines?
- Am I being loyal to my family, my organization and myself?
- What would I tell my child to do?
- Is this the right thing to do?

## **VIOLATIONS OF THE CODE OF CONDUCT**

Each of us is responsible for knowing and adhering to the values and standards set forth in this Code and for raising questions if we are uncertain about an organizational policy. If we are concerned whether the standards are being met or are aware of violations of the Code, we must contact the Executive Board.

Moms for Liberty – Brevard County, FL will investigate all reported instances of questionable or unethical behavior by membership. In every instance where improper behavior is found to have occurred, the organization will take appropriate action. Serious violations may result in the revocation of membership.

This volunteer agreement, once signed, will be in effect for as long as the member is in their position.

Member Name: \_\_\_\_\_

Member Signature: \_\_\_\_\_

Date: \_\_\_\_\_