



Official Code of Conduct:

Given its mission, Ohio Carry Inc. has adopted a code of conduct to help guide its Board Members, Chapter Officers, Members, Volunteers, and Staff in their conduct when acting on behalf of Ohio Carry or any chapter thereof, or when participating in/on any Ohio Carry forum, website, social media page, event, fundraiser, or meeting. The Code contains broad principles reflecting the types of behavior Ohio Carry expects towards Board Members, Chapter Officers, Members, Donors, Employees, Peers and the Public. This policy is not intended as a stand-alone policy. It does not embody the totality of Ohio Carry ethical/moral standards, nor does it answer every ethical question or issue that might arise. Rather, it is one element of a broader effort to create and maintain a quality organization that gives ethical and moral conduct the highest priority. This Code will be reviewed as needed throughout the year by the Board of Directors.

Board Members, Chapter Officers, Members, Donors, Vendors, Social Media Participants, and Staff should:

1. Listen to all members and Ohio Carry participants and make all reasonable efforts to satisfy their needs and concerns within the scope of our mission, and to strive for excellence and innovation and demonstrate professional respect and responsiveness to members, non-members, donors, volunteers and others.
2. Abide by the Ohio Carry Anti-Discrimination Policy and make every effort to understand, respect, and support our members and participants from other cultures, exemplified by the contributions of our staff and executive leadership, and to contribute to an organizational culture that respects the diverse, individual contributions of Board Members, Chapter Officers, and members.
3. Respect the confidentiality of sensitive information about Ohio Carry, its Board Members, Chapter Officers, Members, donors, and employees.
4. Comply with **ALL** applicable federal, state and local laws, regulations and fiduciary responsibilities in an effort to create transparency in all of our operations.
5. For the Board of Directors, provide credible and effective oversight to all chapters work and needs without personal bias. For the Chapter Officers, provide credible and effective oversight to all Member work and needs without personal bias.



6. Not personally accept commissions, gifts, payments, loans, promises of future benefits or other items of value unless all of the above stated go into the chapter or general fund of Ohio Carry as a charitable donation to the organization, other than occasional gifts of nominal value that are in keeping with good business ethics.
7. Abide by the governing documents and all public policies of Ohio Carry.
8. Be accountable for adhering to this Code of Conduct.
9. Implement and follow a Whistleblower Policy.
10. Act at all times in accordance with the highest ethical and moral standards and in the best interest of Ohio Carry, its Members, volunteers, donors and reputation.
11. Openly and honestly tell the truth.
12. Honor our commitments and promises to the best of our abilities.
13. Appropriately acknowledge contributions from other individuals and organizations who help facilitate our goals.
14. Not be deceptive in our fundraising activities or in prospecting for new Members to join Ohio Carry.

Compliance, Monitoring and Reporting:

The Ohio Carry Board of Directors is responsible for communicating this Code of Conduct to all Chapter Officers as well as staff, staff interns and staff volunteers and for ensuring its adherence at all times. The Chapter Officers are responsible for communicating this Code of Conduct to their regional Members, event participants, and social media participants, and for ensuring its adherence at all times. This Code of Conduct is always available on the Ohio Carry website and is also available to read when becoming a member or renewing a membership. It is the members' responsibility to read and adhere to this code of conduct. Failure to adhere to this code of conduct will be investigated and could lead to the termination or dismissal of Board Members, Chapter Officers, Members, event participants, social media participants, vendors, and donors and the revocation of all benefits that derive from such a position.