

*CAHA Ethics Policy As
Voted 9/19/2009*

September 19, 2009

CAHA Board members are responsible for an ethical culture

- Act always in accordance with CAHA Bylaws 29 and 30
- Comply fully with applicable laws
- Manage conflicts of interest openly
- Conduct CAHA business transparently
- Respect stakeholders
- Raise funds ethically

Act in Accordance with CAHA Bylaws

- **Bylaw 29: Purpose**
 - Foster and promote hockey in California
 - With USA Hockey, govern hockey in California
 - Encourage skills and sportsmanship
- **Bylaw 30: Non-profit**
 - Nonprofit, nonsectarian, nonpartisan
 - No individual or association gain

Comply fully with applicable laws

- In any action associated with their service, CAHA Board members are expected to comply fully with all applicable laws

Manage conflicts of interest openly

- CAHA Board members are expected to act in the best interests of the California Amateur Hockey Association as determined by the Board of Directors
- No individual may profit from the organization or make decisions that will promote the interest of any individual or association at the expense of the best interests of CAHA as determined by the Board of Directors
- All Board members are expected to consult with the CAHA ethics committee if there are any questions

Conduct CAHA business transparently

- Hold open and accessible Board and committee meetings
 - Make timely announcements
 - Publish agendas in advance that list all items to be considered at the meeting
 - Publish minutes in timely fashion and make them available to all stakeholders
- Deliberate and make decisions openly
- Protect personal information through diligence regarding distribution and open hearings that comply with CAHA by-laws and law

Respect stakeholders

- Leagues
- Suppliers
- Players, including families
- Officials
- Volunteers
- Members of CAHA

Raise funds ethically

- All funds raised are spent for originally announced purpose
- Professional fund raisers are paid a flat rate and do not work on commission unless specifically sanctioned by the CAHA Board of Directors