



FNPS Code of Conduct

Section 1. Board of Directors and Council of Chapters

Introduction

The FNPS Board of Directors (Board) and Council of Chapters (Council) are committed to maintaining the highest standards of integrity, accountability, and professionalism. This Code of Conduct outlines the expectations and responsibilities of board and council members to ensure effective governance, fulfillment of the organization's mission, and collegial interaction.

1. Commitment to Mission

- Prioritize the Society's interests (i.e., serving the mission, maintaining solvency, achieving strategic goals, and adhering to the FNPS values) over personal gain or advantage in all official decision-making

2. Ethical Standards

- Demonstrate honesty, integrity, and fairness in all actions
- Avoid conflicts of interest by disclosing potential or actual conflicts of interest promptly
- Maintain confidentiality regarding sensitive information

3. Governance and Oversight

- Ensure that the organization complies with applicable laws and regulations
- Participate actively in meetings and Society business as described in the bylaws
- Review and approve policies, budgets, and strategies that support Society goals

4. Respectful Collaboration

- Treat fellow Board and/or Council members, FNPS members, volunteers and stakeholders with courtesy
- Respect diverse perspectives and engage in constructive dialogue during meetings and other Society functions
- Exhibit respect, appreciation and gratitude to members, volunteers, and donors through behavior and language

5. Accountability and Financial Stewardship

- Be accountable for individual and collective actions and decisions
- Monitor and promote the Society's success towards accomplishment of the mission
- Foster prudent use of the Society's financial resources and compliance with fiduciary responsibilities

Eugene Kelly, President



Section 2. Chapters and Members

Introduction

Chapters provide our members their most direct experience of the Society's mission. The autonomy chapters enjoy to pursue projects and engage in issues of greatest local interest fosters the social cohesion and team spirit that is fundamental to the Society's success. Adherence to a shared code of conduct is essential to maintaining cohesion within and among chapters, and to promoting effective governance by the Board of Directors and Council of Chapters.

1. Commitment to Mission

- Ensure that chapter activities are consistent with the Society's mission and do not conflict with any formally adopted positions or policies
- Avoid any actions or behaviors that could compromise the organization's reputation and ability to successfully pursue its mission

2. Governance and Oversight

- Be familiar with established policies, procedures and responsibilities associated with any accepted leadership role conferred by consent of the membership
- Maintain the confidentiality of sensitive information, including personal contact information for all fellow members
- Respect and accommodate the transfer of authority and responsibilities conferred by elections of officers
- Members cannot publicly speak or act in a way that suggests they are officially speaking for FNPS or its chapters unless they have been given specific permission and instructions from the relevant Board

3. Respectful Collaboration

- Treat all fellow members and visitors or participants in chapter events with courtesy
- Refrain from engaging in any form of physical or verbal harassment or abuse
- Practice professional and consensual behavior, in good faith, that promotes constructive collaboration

4. Responsibility and Accountability

- Provide adequate notice to chapter leadership when unable to fulfill a commitment or accepted assignment
- Abide by the decisions and directions of chapter and FNPS leadership

5. Conflict of Interest

- Avoid any personal or professional conflicts of interest that could compromise your objectivity or judgment
- Declare any conflicts of interest to the organization immediately

Eugene Kelly, President



Section 3. Working with Minors and Youth Programming

By signing this Code of Conduct, I acknowledge and agree to the following as a condition of participating in any FNPS role, activity, or event involving contact with minors.

Screening and Eligibility. I have been found Eligible under the FNPS Background Screening Policy. I understand that a conviction, plea, or adjudication for harm to another person or a financial crime permanently bars me from volunteering in youth programming or serving on the FNPS Board of Directors, with no exception by role or lookback period.

Training. I have completed, and will renew annually

Ongoing Disclosure. I will promptly disclose to FNPS any criminal charge, suspicion, or investigation involving abuse, violence, or misconduct toward a minor, whether or not it has resulted in a conviction, plea, or adjudication. I understand this duty continues for as long as I hold a covered role.

Two-Deep Leadership. I will not supervise minors alone. I will ensure two screened, approved adults are present at all times during any activity involving minors.

Open Door Policy. When in a room with a minor, the door must remain open at all times.

Electronic and Off-Site Communication. I will not contact a minor participant individually outside an organized FNPS activity, whether by text, phone call, direct message, or social media. I will include a parent, guardian, or another screened adult on any electronic communication with a minor participant.

Zero-Tolerance Conduct

I understand that FNPS has a zero-tolerance policy with respect to the following, and that any one of them is grounds for immediate removal from a covered role:

- Discrimination, harassment, hazing, or bullying of any kind, including on the basis of race, color, national origin, sex, sexual orientation, gender identity, religion, age, disability, economic status, or citizenship.
- Discussing or engaging in any form of sexual conduct while participating in an FNPS activity, regardless of whether minors are nearby. I will refer a minor's questions on these topics to their parent or guardian.
- Possessing, distributing, transporting, or displaying pornography or material inconsistent with FNPS's values at any FNPS activity.
- Use of alcohol or controlled substances at or near any FNPS activity involving minors.
- Bringing or using firearms, ammunition, weapons, explosives, or fireworks at any FNPS activity involving minors.
- Use of impairing medication while supervising minors.

Duty to Prevent and Report Violations by Others. I will take reasonable steps to prevent a violation of this Code of Conduct by another adult, and will report any violation I witness or



suspect, whether it is my own conduct, another adult's, or a policy violation not involving suspected abuse.

Mandatory Reporting.

1. I understand that I am required to immediately report any suspected abuse to local law enforcement and to child protective services (the Florida Abuse Hotline, Department of Children and Families), and then to the Executive Director.
2. I understand I have no discretion to handle a suspected violation informally or to delay reporting.
3. I understand that a policy violation that does not itself involve suspected abuse is reported immediately to the Executive Director.

Consequence of Violation

I understand that violating this Code of Conduct may result in my removal from a covered role.

I certify that I have read and understood this Code of Conduct and agree to comply with it.

Name (First and Last)

Signature

Date



Ann Redmond, President

September 17, 2026
Date