



CODE OF ETHICS & STANDARDS OF CONDUCT OF BOARD MEMBERS

Thank you for your interest in a position as a Board Member with the NFHR. Your participation is vital to assisting the Registry with important topics related to membership and registration within the organization. As such, please review the Code of Ethics and Standards of Conduct that will be required of you as a Board Member. It is expected that each member of the Board of Directors and Officers will abide by the appropriate laws of their states, countries, and communities. These are our standards.

CODE OF ETHICS

I acknowledge:

...that I have an obligation to the NFHR membership and will participate to the best of my ability to promote, maintain, and regulate the genetic purity of the purebred Norwegian Fjord Horse in North America through my commitment to the NFHR as a Board Member or Committee Member.

...that I have an obligation to the NFHR members to manage the business and affairs of the Registry with honesty and integrity; therefore, I shall perform these duties to the best of my abilities. Further, I shall not use knowledge of a confidential nature to further my personal profit or benefit including on behalf of me individually, my horse(s), farm(s), or business relationships, nor shall I violate the privacy and confidentiality of information entrusted to me or to which I may gain access.

...that I have an obligation to my fellow Board of Director members and Staff; therefore, I shall perform the duties of the Board of Director and Staff as outlined in the Bylaws Article V, Section A, acting in the best interest of the membership. Further, I shall cooperate with my fellow members and shall treat them with honesty and respect at all times, regardless of the communication platform.

I accept these obligations as a personal responsibility and as a member of this Registry. I shall actively discharge these obligations and I dedicate myself to that end.

I hereby acknowledge that I have read, understand, and accept the Code of Ethics of Board Members listed in this document. I further acknowledge that these requirements may change based on need and I agree to follow all requirements of my position as a Board Member.

Name: _____ Signature: _____ Date: _____

June 11, 2025

STANDARDS OF CONDUCT

In recognition of my obligation to the NFHR membership I shall:

- Conduct the business and affairs of the Registry by:
 - o Establishing and maintaining a Registry to collect, record, verify, and preserve the pedigrees of purebred Norwegian Fjord Horses within the United States.
 - o Promoting and educating the membership and general public regarding the traditional characteristics of the breed as outlined in the NFHR breed standard.
 - o Encouraging the use and breeding of the Norwegian Fjord Horse as a versatile horse for the whole family to ride, drive, work, and enjoy.
 - o Undertaking activities designed to increase public awareness of the breed and its ability to perform across a broad range of equine disciplines.
 - o Engaging in such activities necessary to raise funds to accomplish the stated purposes of the NFHR.
- Share my skills and knowledge with others and present factual and objective information to the best of my ability.
- Not misuse the authority entrusted to me.
- Not take advantage of the lack of knowledge or inexperience on the part of others.

In recognition of my obligation to my fellow Board of Directors or Officers, I:

- Will be open-minded and keep the NFHR business as the most important issue during board meetings and committee discussions.
- Will respectfully and politely participate in discussions, acknowledging that all topics of conversation are free of political, racial, religious, and/or radical nature.
- Will respect other members' positions and opinions and listen without interrupting.
- Will not attack another member verbally, in writing, or on social media. Slander, false statements, derogatory remarks towards others, or any improper behavior will not be tolerated.
- Will stick to the meeting agenda.
- Will complete assigned tasks to the best of my abilities, including my obligation to committees I am involved with.
- Will vote when required.
- Will maintain frequent communication with Board emails to keep informed of current topics or items for discussion.
- Will notify the President of the Board if I need to be excused for a meeting or will not be able to perform my duties as a board member for an extended period. I acknowledge that missing more than 2 meetings without prior consent may result in the termination of my BOD and/or committee position.
- Will be knowledgeable about the Bylaws, Rules of Registration, and other official NFHR policies, standards, rules, and publications.
- Will exercise care and due diligence when making public comments on social media and other public forums; and, as appropriate, direct attention to our published Registry policies, standards, rules, and publications.
- Will clearly state that when offering personal opinions or making personal statements that I am not speaking on behalf of the Registry or the Board.
- Will bring to the Board's attention any illegal or unethical practices with respect to the NFHR that come to my attention. I further acknowledge that topics discussed by the Board and Executive Committee are strictly confidential and are not to be disclosed for public comment or review.

I hereby acknowledge that I have read, understand, and accept the Standards of Conduct of Board Members listed in this document. I further acknowledge that these requirements may change based on need and I agree to follow all requirements of my position as a Board Member.

Name: _____ Signature: _____ Date: _____

June 11, 2025

FIDUCIARY DUTIES

Vermont law imposes fiduciary duties on board members of nonprofits. These duties are:

- **Duty of Care:** Board members must act with reasonable care and diligence, ensuring the organization's assets are managed prudently.
 - **Duty of Loyalty:** Board members must act in the best interests of the organization, avoiding conflicts of interest and self-dealing.
 - **Duty of Obedience:** Board members must ensure the organization operates according to applicable laws, its bylaws, and its mission.
- **Board Responsibilities:** The board is responsible for overseeing the organization's financial health, ensuring compliance with regulations, and making decisions that advance the organization's mission.

I hereby acknowledge that I have read, understand, and accept the Fiduciary Duties of Board Members listed in this document. I further acknowledge that these requirements may change based on need and I agree to follow all requirements of my position as a Board Member.

Name: _____ Signature: _____ Date: _____