



YPO Membership Renewal

Code of Conduct

Effective 1 July 2018 – 30 June 2019

Member name: _____ Member ID: _____

Primary chapter: _____ Email address: _____

YPO is a global community of peers dedicated to developing Better Leaders through Lifelong Learning and Idea Exchange™. All members are required to accept the YPO Code of Conduct in compliance with YPO Policy and Procedures. This Code of Conduct applies to every member. Members are responsible for the conduct of their family members within the YPO community.

Code of Conduct — In Simple Words

- Act with integrity and uphold your reputation and that of YPO.
- Always respect member confidentiality.
- Respond to members within 24 hours.
- Do not solicit members unless invited to do so.

(The full text of the Code of Conduct is provided in the next section.)

In order to proceed with your membership renewal, please select the “I accept” box below. If you select “I do not accept,” you cannot renew your membership for FY18-19. If you have questions, please contact Member Services. Contact details are listed below.

☐ I accept the YPO Code of Conduct

☐ I do not accept the YPO Code of Conduct

MEMBER SIGNATURE:

DATE:

Return this form to:

YPO Member Services 600 East Las Colinas Blvd, Suite 1100, Irving, Texas 75039, USA

+1 972 587 1618

Email: membership@ypo.org | Fax: +1 972 587 1611



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Code of Conduct Details

Act with integrity and high ethical standards in your personal and professional life.

(“Policies and Procedures Manual” Reference: Article III 11.a.)

- Avoid behavior that reflects adversely on YPO or other members by their association with you.

Support the safe haven culture within YPO to encourage open sharing of ideas and perspectives.

(“Policies and Procedures Manual” References: Article II 10; Article III 14.)

- Honor the privacy and confidentiality of members and their experiences.
 - Adhere to forum protocols. Outside of forum, talk about Nothing that is said in forum to Nobody under any circumstances. Never means forever (“Nothing, Nobody, Never”).
 - Do not share member-specific content outside of YPO. This includes the absolute privacy of members’ personal and confidential information, member rosters (current or past members), M2Mx requests and “off-the-record” comments from speakers and resources.
 - Follow the guidance in the Social Media Policy, as set forth on the Exchange and as referenced in Article III, Section 22, of the “Policies and Procedures Manual.”
- Adhere to the non-solicitation policy by not attempting to sell products or services, seek special advantages or raise funds from others on an unsolicited basis. This includes charitable and political causes, however worthy, as well as to business.
- Always respect your fellow members when they say “no.”
- Members must correct any false or misleading statement of a material fact made to another member or management, or correct an intentional omission (initial or renewal) that such member knows or has reason to know is false or intentionally omitted.
- Any conflict of interest must be disclosed and approved in advance.

Treat everyone with the highest respect and attention, similar to what you expect as an influential chief executive.

(“Policies and Procedures Manual” Reference: Article III 20.)

- Provide priority responses to phone, email, text messages and internet/app/social enterprise communication (i.e., Skype, WhatsApp, etc.) inquiries from other members. The intent is that providing priority responses applies to all communication methods.
- Accept and embrace the diversity of perspectives across the YPO peer community. Different business, geographic, cultural, age, gender and ethnic perspectives help us become better leaders.
- While YPO is a place where members learn, grow and have fun, for management, it is a workplace for YPO employees, and as such, members must treat management as members treat employees in their own company, with all that entails (e.g., safety, respect, values, etc.).
- Members and their families must treat vendors, sponsors and all others in a manner that does not harm the reputation of YPO or its members.

All members are required to:

- Treat all other members equally as peers
- Engage members and management with respect, an open mind and mutual spirit of goodwill
- Proactively address disagreements and counter-views directly with members and management on a one-to-one basis in a respectful exchange and not through mass emails, texts or discussion board posts to other members
- Presume goodwill and positive intentions of members and management

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- Not make assumptions or judgments of management and other members based on race, ethnicity, national origin, gender, surname, religion, sexual orientation, geographical location, nature of employment, political views, title, chapter, region or network

Enforcing the Code

This Code of Conduct applies to every member. Members are responsible for the conduct of their family members within the YPO community. Members and their families must abide by any Global Conduct Committee direction, sanction, or limitation on participation. Members must affirm each year that they understand and commit to the Code of Conduct.

Consistent understanding and enforcement of the policies and procedures supporting this code promotes the core values of YPO. Undesirable behavior contrary to this code has the potential to harm the YPO reputation and the reputations of members by their association with YPO.

Violations of this code could result in a loss of membership.

Code of Conduct enforcement is conducted by the Global Conduct Committee. Members and their families must cooperate, provide accurate information and otherwise not obstruct a conduct review by the Global Conduct Committee. The significance of a violation and any consequences therein may vary based on the circumstances that are determined through the Global Conduct Committee's investigative process. Repeat offenders are addressed with less tolerance. Member expulsion by the chapter or YPO is a possible consequence as outlined in the "Policies and Procedures Manual," Article VIII, YPO Code of Conduct Explained.

Members and their families must adhere to clear directions from YPO leadership and management related to interactions in or related to a YPO event or activity.

YPO will not intervene or otherwise get involved in any private disputes between members, including, but not limited to, disputes arising from business transactions.

Reporting Code of Conduct Violations

Reports of potential violations of the Code of Conduct are handled on a strictly confidential basis. Any potential violations in the Code of Conduct should be reported to any one of the following:

- Global Conduct Committee Chair **Sofyan Almoayed** (YPO Khaleej) at salmoayed@ypo.org
- Chapters and Regions Committee Co-Chair **Elizabeth Zucker** (YPO Saint Louis Gateway) at ezucker@ypo.org
- YPO Chief Executive Officer **Scott Mordell** (YPO Heartland Gold) at smordell@ypo.org
- YPO Chief Human Resources Officer Melissa Goebel at mgoebel@ypo.org
- YPO Chief Financial Officer Terry Wilson at twilson@ypo.org
- Alternatively, you may report a potential violation or issue through YPO's third party reporting tool, EthicsPoint, at www.ypo.org/ethicspoint

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