

Association Code of Conduct

As adopted by the Assembly on June 25, 2021

I. PREFACE

The Illinois State Bar Association is a voluntary membership organization representing the legal profession, whose foundational ideals include respect for the law, equal justice, and public service. Ensuring the Association's good reputation and public trust depends on its members' personal integrity and adherence to the highest standards of conduct. To this end, the Association is committed to the fair and equitable treatment of all members, employees, and others with whom they maintain professional relationships. Therefore, in the conduct of all Association business, all members and employees are obligated to conduct themselves professionally and ethically and to treat each other with dignity and respect.

II. GENERAL

When engaged in Association business (which includes participation in Association activities such as, but not limited to, meetings, events, or representing the Association in an official capacity), all members, elected and appointed leadership, and employees are expected to:

- A. Abide by the Association's articles of incorporation, bylaws, and formal policies and procedures;
- B. Maintain a professional level of courtesy, respect, and objectivity towards others;
- C. Respect the diversity of opinion expressed or acted upon by others;
- D. Promote collaboration, cooperation, and partnership among Association members, employees, and others;
- E. Refrain from any discriminatory, harassing, intimidating, or bullying conduct;
- F. promote a welcoming and collegial environment for all members and others with whom they interact in the conduct of association business;
- G. promote an environment of inclusiveness and a commitment to diversity in performing Association responsibilities, while being mindful of the rights of all members to access Association benefits and services without discrimination.

III. LEADERSHIP OBLIGATIONS

As the public face of the Association, members elected or appointed to formal Association positions must be committed to observing and promoting the highest standards of conduct in the

performance of their Association responsibilities and exercise their authority for the benefit of the Association and its members.

In addition to the general obligations of Section II above, elected and appointed members shall:

A. Exercise their professional judgment on behalf of the Association with reasonable care, good faith, and due diligence;

B. Exercise their authority in the best interests of the Association for the good of all Association members and the legal profession as a whole irrespective of the prospect of personal gain;

C. Respect and maintain the confidentiality of information used for the internal purposes of Association governance and management;

D. Accurately present the Association's positions and policies when communicating on the Association's behalf;

E. Seek to resolve differences with other Association leaders, and avoid factionalism and behavior that exacerbates or prolongs conflict;

F. Foster an open democratic decision-making process and respect decisions once made;

G. Be familiar with and abide by their fiduciary duties of care, loyalty, and compliance with the Association's articles of incorporation, bylaws, and formal policies and procedures.

IV. COMPLIANCE

Other than may be provided in Association bylaws, adopted policy, or law, nothing herein is intended to prohibit or penalize full and comprehensive consideration, debate, or discussion of issues, concerns, and ideas relevant to the Association by persons subject to this Code.

If the Association has reasonable cause to believe that any Association member or employee has violated this Code of Conduct, the Association may take such action as the Executive Director or the Board of Governors deem reasonable and necessary under the circumstances consistent with applicable bylaws, policies, and procedures.

Nothing herein grants any authority to the Executive Director to sanction a member for violating this Code. Nothing herein grants any authority to the Board of Governors to sanction a member for violating this Code other than pursuant to the Board's authority under Bylaw Sec. 1.10.