

Nordecke Leadership Code of Conduct

As members of The Nordecke leadership (Board of Directors, Deputies, and Senior Leadership), we commit to upholding the highest standards of conduct and to fostering an inclusive and passionate community for all of The Nordecke members and Columbus Crew fans. The following code outlines our collective commitment to the best interests of The Nordecke and its members.

1. **Passionate and Responsible Behavior:**
 - a. Leadership will act with passion for the Columbus Crew and The Nordecke, ensuring that their enthusiasm contributes to the soccer community.
 - b. Our passion will be balanced with responsibility, ensuring that actions are positive and constructive to The Nordecke and the greater soccer community.
 - c. We agree to avoid engaging in violent, aggressive, or provocative behaviors both inside and outside the stadium.
 - d. Leadership agrees to use judicious responsibility and not partake in reckless utilization or intake of alcohol or other substances while actively representing The Nordecke.
2. **Respect and Inclusion:**
 - a. Decisions made by leadership will prioritize the inclusivity and well-being of all members of The Nordecke.
 - b. Leadership will actively seek input from the community, considering diverse perspectives to make informed decisions.
 - c. Leadership will actively promote and respect diversity within Nordecke, welcoming individuals from all backgrounds, cultures, and perspectives.
 - d. Leadership will not tolerate or participate in discriminatory, offensive, or harassing comments, attitudes, or behavior based on race, gender, sexual orientation, religion, ethnic origin, or any other identifier.
3. **Transparency and Communication:**
 - a. Leadership will communicate openly and transparently with Nordecke members, providing timely and accurate information about decisions, events, and activities.
 - b. In cases where confidentiality is necessary, leadership will communicate the reasons for limited disclosure and ensure that transparency is restored at the earliest appropriate time.
 - c. Leadership will maintain respectful communication in both online and offline interactions.
4. **Confidentiality:**
 - a. All leaders are expected to maintain appropriate confidentiality of information related to the organization except to the extent such information is otherwise disclosed in accordance with the ordinary course of business to the public or third parties or otherwise is required to be disclosed under applicable law.
 - b. Confidentiality is expected to be maintained at all times subsequent to service to the Corporation.
 - c. All communication and information shared on the leadership specific Slack channels, or other internal messaging systems, is intended for the leaders knowledge only, and is not to be discussed or shared with individuals outside of the members within the channel.
5. **Conflict Resolution:**
 - a. Conflicts among leadership or with members of The Nordecke will be addressed promptly and professionally.
 - b. Disagreements will be resolved through constructive dialogue, and the leadership will work towards consensus whenever possible.

6. Responsibility for Club and The Nordecke Events:
 - a. Leadership will represent The Nordecke responsibly at all club and supporters group events, upholding the positive image and reputation of the supporters group.
7. Ethical Conduct:
 - a. Leadership will adhere to the highest ethical standards, avoiding conflicts of interest and acting in a manner consistent with the values of The Nordecke.
8. Continuous Improvement:
 - a. Leadership will strive for continuous improvement, seeking feedback from members of The Nordecke and adapting its practices to better serve the community.
9. Best Interests of The Nordecke:
 - a. All decisions made by leadership will prioritize the best interests of The Nordecke and its members, taking into account the long-term health and success of the community.

Any member of Nordecke leadership who does not follow the Code of Conduct is subject to disciplinary action, up to and including revocation of leadership duties. Depending on the situation, other disciplinary action may be involved. All members of The Nordecke Board of Directors, Deputies, and other Senior Leadership are subject to these standards.

Disciplinary investigations and sanctions will be managed on a case-by-case basis as follows:

- For minor violations, individuals will be given an initial verbal warning. We understand that there may be minor violations in the heat of the moment.
- A formal warning will be issued in situations where it is warranted, or if there is a repeated improper behavior after a verbal warning. Immediate formal warnings will be issued for violent conduct, racist or sexist chants, unwanted sexual advances or harassment, grossly inappropriate behavior on social media, or violations of Stadium policies. If repetitive warnings are issued, direct disciplinary action will be taken.
- In certain situations, inappropriate behavior will lead to immediate disciplinary action. This action will vary depending upon the circumstances, and may lead to expulsion from The Nordecke Board of Directors and/or The Nordecke Supporters Collective.

This process will be administered by the The Nordecke Supporters Collective Disciplinary Committee, which consists of five members made up of 1 current board member, 1 former board member, and 3 dues paying members. The Committee will be formed on an ad hoc basis. Actions of the Committee are recommendations to the Board of Directors. Upon receiving the recommendation by the Committee, the Board will enact appropriate by-law processes. The decisions of The Nordecke Board of Directors are final.

By adhering to this Code of Conduct, The Nordecke leadership aims to create a vibrant, inclusive, and passionate community for all soccer enthusiasts associated with The Nordecke.

Printed Name

Date

Signature

Board of Director Position