

# PDDBM Professional Conduct Policy

The Board of Directors at Please Don't Die Black Men (PDDBM) is committed to upholding the highest standards of professionalism, integrity, and ethical conduct to champion equity and empowerment for African American/Black communities. **This policy applies to all individuals associated with PDDBM, including board members, subcontractors, volunteers, vendors, contractors, and event attendees**, guiding their conduct and expectations to ensure the organization operates in a manner consistent with its values and objectives.

## 1. Ethical Standards and Integrity

- All individuals affiliated with PDDBM are expected to demonstrate unwavering integrity and ethical behavior in all interactions. This includes adherence to legal and regulatory requirements, avoidance of conflicts of interest, and transparent disclosure of any potential conflicts that may arise.

## 2. Dedication to Mission

- Each person associated with PDDBM is expected to prioritize the organization's mission and goals above personal interests. Decision-making and actions should be guided by the best interests of the African American/Black communities served by PDDBM.

## 3. Commitment and Attendance

- Those involved in PDDBM programs or events are expected to actively participate and engage in scheduled activities. Regular attendance, promptness, and attentiveness contribute to effective collaboration and organizational success.

## 4. Confidentiality and Privacy

- Confidential information pertaining to PDDBM, its donors, partners, beneficiaries, and operations must be handled with discretion and safeguarded against unauthorized disclosure. Respecting privacy is essential to maintaining trust within the organization and with the communities served.

## 5. Respectful Conduct

- All individuals are required to maintain a respectful and inclusive environment, fostering open dialogue and constructive communication. Discriminatory behavior, harassment, vulgarity, obscenity, or any form of disrespect towards PDDBM board members, staff, volunteers, participants, or stakeholders is strictly prohibited.

## 6. Financial Stewardship

- Those involved in financial or resource management are expected to exercise prudence and due diligence. This includes the responsible review and management of resources to ensure they are used in a manner aligned with PDDDBM's mission and financial policies.

## **7. Representation and Advocacy**

- When representing PDDDBM in external forums or interactions, individuals must accurately convey the organization's mission, values, and positions. Personal opinions should be clearly distinguished from official organizational stances to uphold PDDDBM's reputation and integrity.

## **8. Compliance and Accountability**

- All individuals associated with PDDDBM are expected to comply with applicable laws, regulations, and organizational policies. Any concerns regarding potential breaches of conduct or conflicts of interest must be promptly disclosed to the Board Chair or appropriate authority for resolution.

**Adherence to this Professional Conduct Policy is mandatory for all individuals associated with PDDDBM, including board members, subcontractors, volunteers, vendors, contractors, and event attendees.** Violations of this policy may result in disciplinary action, including warnings, removal from events or programs, suspension, or termination of affiliation, as deemed appropriate by the Board of Directors.

By acknowledging and adhering to this policy, each individual demonstrates their commitment to fostering a culture of professionalism, accountability, and excellence within PDDDBM and upholding the organization's mission of empowering African American/Black communities nationwide.