

Code of Conduct

Symphony BATS

Updated: August 31, 2026

Section 1. Purpose. This Code of Conduct (the "Code") establishes the standards of ethical and professional behavior expected of the Board, Members, and volunteers of the Organization in carrying out the Organization's mission and business. The Code is intended to supplement, and not replace, any applicable law, the Organization's Articles of Incorporation, these Bylaws, and any other policies adopted by the Board.

Section 2. Applicability. This Code applies to the Board, Members, and volunteers of the Organization (collectively, "Covered Individuals") while acting in any capacity on behalf of, or representing, the Organization, including at meetings, events, and in electronic communications.

Section 3. General Standards of Conduct. Covered Individuals shall:

- a. Act honestly, in good faith, and with due care, skill, and diligence in the best interests of the Organization and its mission;
- b. Treat all directors, officers, employees, volunteers, members, donors, and members of the public with courtesy, respect, and professionalism;
- c. Exercise sound, independent, and objective judgment in performing their duties and refrain from allowing personal, financial, or political interests to improperly influence their decisions;
- d. Comply with all applicable federal, state, and local laws and regulations, as well as the Organization's Articles of Incorporation, Bylaws, and adopted policies;
- e. Protect and prudently manage the Organization's assets, funds, property, and information, and use them only for authorized, mission-related purposes;
- f. Avoid any conduct that could damage the reputation, integrity, or public trust of the Organization; and
- g. Promptly disclose any actual, potential, or apparent conflict of interest in accordance with the Organization's Conflict of Interest Policy.

Section 4. Conflicts of Interest. Covered Individuals shall avoid situations in which personal, professional, or financial interests conflict, or appear to conflict, with the interests of the Organization. All conflicts of interest shall be disclosed and managed in accordance with the Organization's Conflict of Interest Policy, which is incorporated into this Code by reference.

Section 5. Non-Discrimination and Anti-Harassment. The Organization is committed to providing an environment free from discrimination and harassment on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity or expression, veteran status, or any other characteristic protected by applicable law. Covered Individuals shall not engage in harassment, intimidation, bullying, or discriminatory conduct of any kind in connection with the Organization's activities.

Section 6. Confidentiality. Covered Individuals shall maintain the confidentiality of non-public information obtained in connection with their service to the Organization, including donor, member, financial, personnel, and deliberative information, except as required by law or authorized by the Board.

Section 7. Reporting Violations. Any Covered Individual who becomes aware of an actual or suspected violation of this Code shall report the matter promptly to the Board Chair, the Executive Director, or such other person or committee as the Board may designate. Reports may be made in good faith without fear of retaliation, and the Organization prohibits retaliation against any individual who makes a good-faith report or participates in an investigation under this Code.

Section 8. Enforcement and Disciplinary Action. The Board, or a committee designated by the Board, shall be responsible for investigating reported violations of this Code and determining appropriate corrective action, which may include counseling, reprimand, suspension, removal from a position, or termination of the individual's relationship with the Organization, as applicable and consistent with these Bylaws and applicable law.

Section 9. Acknowledgement and Review. Each Covered Individual shall acknowledge receipt of this Code upon commencement of service and thereafter as directed by the Board. The Board shall review this Code periodically, and not less than once every three (3) years, and may amend it in the same manner as these Bylaws.