Saving Wilderness. Changing Lives.

Indian Peaks Wilderness Alliance
Amended and Restated Board of Directors Code of Conduct
Approved 7/8/2026

1. Introduction
Indian Peaks Wilderness Alliance (IPWA) has adopted this Code of Conduct ("Code") to guide the Board of Directors ("Board") in its conduct when acting on behalf of IPWA. The Code contains broad principles reflecting the types of behavior IPWA expects towards constituents, donors, contractors, peers, USFS members and the public. This amended and restated Code replaces the Code approved on 7/10/2023.

This Code is not intended as a stand-alone policy. It does not embody the totality of IPWA's ethical standards, nor does it answer every ethical question or issue that might arise. Rather, the Code is one element of a broader effort, which is to be read in conjunction with IPWA' Articles of Incorporation, Bylaws, and other Board-approved policies to create and maintain a quality organization that gives ethical conduct the highest priority.

Failure to comply with the Code may be considered as grounds for removal from the Board in accordance with the IPWA Bylaws.

2. Code of Conduct
Members of the Board shall at all times abide by and conform to the following code of conduct in their capacity as Board members and should:

1. Commit the time needed to perform specific IPWA management function(s) as described in Job Description documents, including consistent attendance at monthly Board meetings.
   a. Notify the Board Chair or Secretary if you cannot attend a meeting.
   b. Absences resulting in missing 3 or more consecutive meetings may be grounds for removal from the Board.

2. Respond to inquiries from other Board members within the number of days stated on messages requesting responses.

3. Listen to IPWA's stakeholders and make reasonable efforts to satisfy their needs and concerns within the scope of IPWA’s mission.

4. Demonstrate professional respect and responsiveness to fellow board members, donors, constituents, partners (e.g. USFS staff), and others.

5. Actively understand, respect and support our constituents from other cultures, ethnic backgrounds, religions, and genders that may differ from our own.

6. Respect the confidentiality of sensitive information about IPWA and its members, constituents, donors, Board members, and employees.

7. Comply with applicable federal, state and local laws, regulations and fiduciary responsibilities in an effort to create transparency in all of IPWA’s operations.

8. Complete a background check if Board position so requires (any Board position which allows spending or access to bank accounts - currently Chair and Board Treasurer)

9. Provide credible and effective oversight of IPWA’s work without personal bias. This includes not accepting commissions, gifts, payments, loans, promises of future benefits or other items of value from anyone who has or may seek some benefit from IPWA in return, other than occasional gifts of nominal value that are in keeping with good business ethics.

10. Support IPWAs goals with regards to fund raising, as personal time and monetary resources allow, either through personal donations, actively participating in fund raising activities, and/or supporting the work of other Board members in soliciting funds.

11. Abide by the governing documents and policies of IPWA.

12. Agree to serve as a Director on the Board for a minimum of one year from the date of signature below (unless unforeseen circumstances arise), or until the project or committee assignment is considered complete, as applicable

13. Provide input to the Board to recruit and train a deputy to assist with specified management functions. The deputy is understood to be the likely successor to the Officer, Director, or Committee Chair upon their retirement or resignation, and may provide backup (in the event of absence) as well as facilitating a smooth transition when the incumbent retires or resigns.

14. Outgoing Officers, Directors, and Committee Chairs are encouraged to be available to consult in an advisory role for a year after they leave a position.

15. Maintain up-to-date documentation and write internal procedural guides detailing the operations of the Board member’s specified management function. This documentation

should be sufficiently comprehensive to enable a successor or deputy to assume the role and perform the necessary management functions with minimal disruption.

16. Review (and sign) this Code within one month of being elected as a Board member, and within one month if the Board approves an updated Code.

I agree to adhere to this Code of Conduct.

Printed Name: ____

Signature: ____

Date: ____