

PRO RODEO PRODUCTIONS OF POWAY

Volunteer Code of Ethics

I. Introduction

Purpose

The reputation for fairness and excellence depends on the collective commitment of our directors, officers, committee members and volunteers working together in a manner that merits trust and confidence from our customers, communities, and most importantly, the community we serve. The purpose of this document is to convey those basic principles of conduct.

Objective

The primary objective of this document is to reinforce accountability for responsible and mature behavior in all who represent our organization.

II. Standards of Conduct

- a. All persons professionally associated with our organization are expected to adhere to the spirit and the letter of all laws, rules and regulations. Illegal or unethical actions are unacceptable, and willful violation of the substance, intent, or implementation of this document and the PRV Bylaws will be grounds for appropriate disciplinary action.
- b. The Executive Board of PRPP or the PRV membership is authorized to suspend from membership or expel any member of the PRV for good cause.
- c. Each volunteer must manage business affairs so as to avoid situations that might lead to conflict, or even suspicion of conflict, between one's self-interest and one's obligation to our organization or its customers. An individual's position must never be used, directly or indirectly, for private gain, to advance personal interests or to obtain favors or benefits for himself/herself or a member of his/her family.
- d. Each volunteer must keep the interest of the PRPP foremost in mind while providing assistance to spectators, performers and participants of the PRPP.
- e. Each volunteer must give, to the best of his/her ability, comprehensive and thorough support of the respective committee membership.
- f. Each volunteer must acknowledge and support the proper and authorized uses of PRPP equipment and resources.
- g. Each volunteer must thoroughly understand the needs of the respective committee before proceeding with recommendations.
- h. Each volunteer must be honest and trustworthy, avoid harm to others, be fair and not discriminate and respect the privacy of others.
- i. Each volunteer must avoid making financial commitments for the PRPP without advance approval by PRPP Executive Board.
- j. All statements to the media are to be approved by the Chairman, or appointee of the PRPP Executive Board.

III. Monitoring the Code of Ethics

Responsibility, with commensurate authority for communicating and assuring compliance of the Code of Ethics, is placed with the Chairman along with the Executive Board and Committee Chair. The Board of Directors' Executive Board or Committee Chair shall act as a peer review committee to review any instance of misconduct, impropriety, or the appearance of either.

IV. Policy Review

No less than annually, this policy shall be reviewed by management with recommended changes presented to the Executive Board of Directors.

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Code of Ethics Acknowledgement

TO: All Volunteers

The Poway Rodeo Volunteers requires written acknowledgement by each volunteer that he or she has reviewed the Code of Ethics Policy. Please read same, sign/date the acknowledgement below and return it to the Membership Chairman. Your understanding of this policy is important not only to the continued integrity, community respect, and well being of the Poway Rodeo Volunteers, but also to your own minimization of personal liability for inadvertent violations of law or regulations. If you have any questions, please contact the Membership Chairman.

I acknowledge that I have reviewed the Poway Rodeo Volunteers Code of Ethics Policy referenced above and agree to abide by its standards.

Signed: _____

Printed Name: _____

PRV Position: _____

Date: _____

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Release of Liability and Indemnity Agreement

In consideration for being allowed entry into and participation in activities (the "Activities") associated with the PRPP and PRV (collectively, "PRPP/PRV"), the undersigned hereby releases and discharges PRPP/PRV; their insurance carriers, their legal representatives; their present and former corporate parents, subsidiaries, affiliates, predecessors, and successors; their present and former directors, officers, employees, agents, and representatives, and the respective heirs, administrators, executors, successors, and assigns of any of the foregoing (collectively, the "PRPP/PRV Parties") from any and all claims, causes of action, suits, or demands for personal injury, death or property damage accrued or to accrue in the future, known, or unknown relating to or arising out of any negligent, grossly negligent, and/or intentional acts on the part of the undersigned in connection with the undersigned's entry into and participation in the Activities. The undersigned further agrees, on behalf of himself/herself and on behalf of any and all of his/her heirs, successors and assigns, to DEFEND, INDEMNIFY and HOLD HARMLESS the PRPP/PRV Parties from and against all claims, demands, or causes of action for personal injury, death or property damage, including without limitation, all costs, expenses and legal fees incurred in defending the same, made by, or through the undersigned, or on his/her behalf, relating to or arising out of any negligent, grossly negligent and/or intentional acts on the part of the undersigned in connection with the undersigned's entry into and participation in the Activities. I further agree to venue in San Diego County, California, for all purposes. The undersigned warrants that he/she has read this Agreement and fully understands it to be a release of all claims, known or unknown, present or future, that he/she has or may have against the PRPP and PRV.

Signed: _____

Printed Name: _____

PRV Position: _____

Date: _____