

# Afterschool.org Advisory Council Code of Conduct

## Introduction

This Code of Conduct outlines the standards and principles expected of each member of the Afterschool.org Advisory Council. Our goal is to ensure that all members act in a manner that reflects the values and objectives of Afterschool.org & Student Hires, promoting an environment of integrity, respect, and commitment to excellence.

## 1. General Conduct

- Members are expected to conduct themselves professionally, with courtesy, integrity, and respect for others.
- Members should actively contribute to a positive and collaborative environment that encourages open communication, critical thought, and innovative ideas.
- Discrimination, harassment, or any form of abuse will not be tolerated.

## 2. Term Limits

- Members are appointed for a fixed term of two years. Reappointment is possible for one additional term, after which a member must step down for at least one year before being eligible for reappointment. This ensures fresh ideas and opportunities for new participants.

## 3. Volunteer Basis

- All roles within the Afterschool.org Advisory Council are on a volunteer basis. Members generously offer their time and expertise without expectation of financial compensation, driven by a commitment to enriching education and





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supporting our communities. This voluntary service emphasizes the altruistic contribution each member makes towards our collective goals.

### 4. Non-Competing Interests

- Members must disclose any potential conflicts of interest with their role on the Advisory Council, including affiliations with competing organizations or interests that could influence their decision-making.
- Once a conflict of interest is disclosed, the member must recuse themselves from discussions and decisions where a conflict exists.
- Members should avoid engaging in business, relationships, or activities that might reasonably be perceived as a conflict of interest or compromise their impartiality.

### 5. Representation of Afterschool.org

- Members are ambassadors of afterschool.org and should represent the organization positively and professionally in public forums and while performing their duties.
- Confidential information received through council activities must be kept confidential unless disclosure is authorized or legally mandated.

### 6. Compliance with Laws and Policies

- Members must comply with all applicable laws, regulations, and policies that govern the operation of afterschool.org.
- Ethical conduct is paramount. Any illegal activities or ethical breaches can lead to immediate dismissal from the council.

### 7. Attendance and Participation

- Regular attendance at council meetings and significant events is expected. Members should prepare adequately for meetings, contribute constructively to discussions, and follow through on agreed actions.



- Non-attendance without reasonable cause for three consecutive meetings constitutes grounds for reconsideration of council membership.

## 8. Resignation and Removal

- Members may resign at any time by providing written notice to the Chairperson.
- The council reserves the right to remove a member for any breach of this Code of Conduct, failure to perform duties, or actions detrimental to the objectives of the organization.
- Student Hires LLC reserves the right to remove a member for any breach of this Code of Conduct, failure to perform duties, or actions detrimental to the objectives of the organization.

## Conclusion

By adhering to this Code of Conduct, council members uphold the integrity and effectiveness of afterschool.org's Advisory Council, ensuring that our collective efforts will positively impact the communities we serve and foster enduring educational excellence.

