

Grand Traverse County Republican Party Ethical Behavior Policy and Procedures for the Executive Committee

Policy:

The Grand Traverse County Republican Party (GTGOP) is committed to protect the character and integrity of the GTGOP Executive Committee and all Special Committees therein. This involves all members acting with integrity, fairness, honesty, and respect. GTGOP agrees to the following key principles:

- Honesty & Integrity – telling the truth and acting honorably
- Fairness – treating people equitably, avoiding bias, and ensuring just practices
- Accountability – ownership of one's actions, making amends for errors
- Respect – valuing the dignity, rights, property of others, and fostering inclusion
- Benevolence – acting to do good and contribute to the well-being of others
- Non-Maleficence – doing no harm to others

All members deserve a productive environment that reflects the GTGOP mission and core values.

Procedures:

- I. Executive Board and Special Committees – shall abide by the key principles of ethical behavior guiding the GTGOP.
- II. Conflict of Interest - The standards of ethical behavior for the GTGOP require all Executive Board members and volunteers to scrupulously avoid any conflicts of interest. These include, but not limited to:
 - a. Financial Interests – involving monetary gain or receiving gifts that could sway decisions.
 - b. Personal Conflicts – where personal relationships influence decisions.
 - c. Confidentiality and Information Conflicts – that involve using or disclosing sensitive information for personal advantage, breaching trust, and the interests of the GTGOP.
- III. Judgement - The Executive Board encourages members to report potential conflicts of interest in a timely manner to the Chair. The member(s) shall provide the Chair with a written summary that declares the nature of conflicting interest. If necessary, the Chair will schedule a special meeting to hear about concerns of the aggrieved member(s) and member(s) in potential violation. The Executive Board Secretary will document all concerns. The Chair will then dismiss all affected parties involved in

the potential conflict of interest charge from the special meeting. The Executive Board will institute a closed session for discussion and vote whether a conflict of interest has occurred.

- IV. Resolution - Member(s) found in violation will be subject to one of the following actions as determined by the Executive Board.
- a. No action.
 - b. Removal from special committees.
 - c. Restrict access to Executive Board meetings for a limited period, as determined.
 - d. Removal from the Executive Board in accordance with Article VI, Section 1, of the GTGOP Bylaws – approved November 14, 2024.

Approved

Executive Committee
Grand Traverse County Republican Party

Chair:

Kate Kiss

Date:

2-12-2026