

## **Ethical Conduct**

As a nonprofit organization, Black Hawk County Gaming Association's policy is to uphold the highest legal, ethical, and moral standards.

Black Hawk County Gaming Association will comply with all applicable laws and regulations and expects its directors, officers and employees to conduct business in accordance with the letter and spirit of all relevant laws; to refrain from any illegal, dishonest, or unethical conduct; to act in a professional, businesslike manner; and to treat others with respect.

In general, the use of good judgment based on high ethical principles will guide directors, officers and employees with respect to lines of acceptable conduct. However, if a situation arises where it is difficult to determine the proper course of conduct, or where questions arise concerning the propriety of conduct by an individual, the matter should be brought to the attention of black Hawk County Gaming Association. Employees should contact their immediate supervisor. Board members should raise any such concerns with the chair of the Black Hawk County Gaming Association.

In all questions involving ethics and conduct, the board will make relevant determinations, except that any individual whose conduct is at issue will not participate in such decisions.