

FIESTA TABLEWARE COMPANY COLLECTORS ORGANIZATION

CODE OF ETHICS AND CONDUCT

I. Personal and Professional Integrity

All Board members, volunteers and members of the organization are to act with honesty, integrity and transparency in all their dealings with each other and as representatives of the organization. The organization promotes a working environment that values respect, fairness, integrity and collaboration. Social media bullying or attacks will result in immediate expulsion of a member or Board member. While all forms of harassment are specifically prohibited, it is the organization's policy to emphasize that sexual harassment is specifically prohibited. Any member or Board member is subject to removal. Complaints will be investigated promptly and confidentially by the Board or a committee appointed by the Board.

II. Support of Mission

The organization has a clearly stated mission and purpose. All programs support that mission and all who work for or on behalf of the organization understand and are loyal to that mission and purpose.

III. Governance and Accountability

The organization has an active board of directors that is responsible for setting the mission and strategic direction of the organization and oversight of the finances, operations, and policies of the organization. The board of directors:

- Exercises reasonable care, good faith, loyalty and due diligence in organizational affairs.
- Has a conflict of interest policy that ensures that any conflicts of interest or the appearance thereof are avoided or appropriately managed for the protection and benefit of the organization.
- Ensures that the organization conducts all transactions and dealings with integrity and honesty.
- Ensures that the organization promotes working relationships with board members, and members that are based on mutual respect, fairness and openness.
- Ensures that the resources of the organization are responsibly and prudently managed.
- Ensures that the organization has the capacity to carry out its programs effectively.

IV. Legal Compliance

The organization is knowledgeable of and complies with all applicable laws, regulations and international conventions.

V. Financial Stewardship

The organization manages its funds responsibly and prudently. This includes the following considerations:

- It spends a reasonable percentage of its annual budget on programs in pursuit of its mission.
- It spends an adequate amount on administrative expenses to ensure effective accounting systems, internal controls, and other expenditures critical to professional management.
- It ensures that all spending practices and policies are fair, reasonable, and appropriate to fulfill the mission of the organization.
- It ensures that financial reports are complete and accurate in all material respects.

VI. Transparency and Disclosure

The organization provides comprehensive and timely information to the members and respond in a timely manner to reasonable requests for information. All information about the organization will fully and honestly reflect the policies and practices of the organization. Basic informational data about the organization, such as the Form 990, reviews and compilations, and financial statements will be posted on the organization's website or otherwise made available to the Members. All financial, organizational, and program reports will be complete and accurate in all material respects.

VII. Inclusiveness and Diversity

The organization takes meaningful steps to promote inclusiveness and diversity in its board and members to enrich its programmatic effectiveness.

VIII. Fundraising

In raising funds from the Members, FTCCO will respect the rights of donors, as follows:

- To be informed of the mission of the organization, the way the resources will be used and its capacity to use donations effectively for their intended purposes;
- To be informed of the identity of those serving on the organization's board of directors and to expect the board to exercise prudent judgment in its stewardship responsibilities.
- To have access to the organization's most recent financial reports.
- To be assured their gifts will be used for the purposes for which they were given.
- To receive appropriate acknowledgement and recognition.
- To be assured that information about their donations is handled with respect and with confidentiality to the extent provided by the law.
- To expect that all interactions with individuals representing the organization will be professional in nature.
- To feel free to ask questions when making a donation and to receive prompt, truthful and forthright answers.

I have read and agree to abide by the Fiesta Tableware Company Collectors Organization Member Code of Ethics and Conduct. I understand any violation of the Member Code of Ethics and Conduct may result in censure, suspension, or expulsion from the Association.

Signature:

Merrill Miller

Date:

7/16/21