

New Forest Pony Society of North America

Share the Legacy. Join the Fun!



Code of Conduct

The mission of the New Forest Pony Society of North America (the “NFPSNA” or “Society”) is to promote the popularity of the New Forest Pony breed throughout North America by educating the public about the unique attributes of the New Forest Pony and by serving as the official recognized Registry and Daughter Studbook in North America as authorized by the Mother Studbook, the New Forest Pony Breeding & Cattle Society, England, in order to regulate and ensure the purity of the New Forest Pony breed in North America.

The NFPSNA strives to be transparent, responsible and ethical in the conduct of all business matters consistent with this Code of Conduct. This Code of Conduct applies to all Members, Owners, Breeders, Officers, Directors, Board Members, Volunteers, and thirty party vendors (hereinafter referred to as the “Participant” or “Participants”).

Personal Integrity

It is expected that each Participant will be respectful, truthful, fair and objective in all interactions.

The NFPSNA will not tolerate fraud, abuse or intentional dishonesty. The Officers and Directors of the Society will be wise stewards of the NFPSNA assets and will use such assets to further the mission of the NFPSNA.

All vendors will be treated fairly, with competitive bidding for services or products managed in a fair and professional manner to ensure no special preference or advantage.

Open Dialogue

The NFPSNA encourages open and honest dialogue to promote an atmosphere conducive to personal growth and furtherance of the Society’s mission. All Participants are encouraged to ask questions and to raise issues without fear of retaliation.

To that end, it is expected that all Participants have the confidence to respectfully share their own opinion, while at the same be personally regulated by behavior that a normal person would find acceptable.

While discussion is always encouraged and welcomed, such communications will be balanced against the Rules and Regulations of the Society, as set forth in the most-current Bylaws and Rule Book.

Harassment and Bullying

The NFPSNA does not tolerate any form of harassment or bullying, including but not limited to physical actions of any nature, intimidating verbal or written communications, or intentional physical or emotional behavior that hurts, harms, or humiliates a Participant or creates a hostile environment. Such unwelcome conduct is a direct violation of the spirit of this Code of Conduct.

Inclusiveness and Diversity

The NFPSNA recognizes that each Participant has different strengths and talents, and as such embraces the vision of an environment free from discrimination and harassment for all Participants and communities. The NFPSNA strives to be diverse, inclusive and respectful under all municipal, state, and federal laws, more specifically set forth in the Society's Non-Discrimination Policy.

Leadership Excellence

In working to achieve excellence, leadership at all levels of the NFPSNA will:

- * Conduct organizational and operational duties with positive leadership exemplified by open communication, creativity, dedication, and compassion.
- * Serve with respect, concern, courtesy, and responsiveness in carrying out the purposes of the NFPSNA.
- * Demonstrate the highest standards of the NFPSNA's ethical principles and core values, including personal integrity, truthfulness, honesty, and respect to inspire confidence and trust in all of the Organization's activities.
- * Strive for excellence, and encourage the development of others.

Confidentiality

The NFPSNA and its Participants will not disclose privileged or confidential information to the public.

Conflicts of Interest

Each elected Officer and Director serving on the NFPSNA Board is required to sign a Conflict of Interest statement at the beginning of each calendar year, acknowledging that they do not have a conflict of interest, but that if a conflict of interest occurs during the year, that the affected Participant will recuse himself/herself from deliberations and voting in accordance with all the terms of the Conflict of Interest Policy attached to Bylaws of the NFPSNA, as amended.

Likewise, if a Member or other Participant realizes that there is a Conflict of Interest in a specific situation, it is up to the Participant to immediately specify the details of such Conflict of Interest and recuse himself/herself/itself accordingly.

Reporting Violations

Any Participant with questions or concerns about compliance with any of the policies listed above, or are unsure about what is the "right thing" to do, we strongly encourage you to first talk with the President of the NFPSNA. Your communications will be handled in confidence. No director, officer, member or volunteer who in good faith reports an action or suspected action taken by or within the NFPSNA that is illegal, fraudulent, or in violation of any adopted policy will suffer intimidation, harassment, discrimination or other retaliation. The NFPSNA treats complaints about and reports of possible discrimination seriously and investigates them as required by our procedures and any applicable laws.

Complaints

The Society takes complaints of violations of the Code of Conduct seriously and will investigate all alleged violations, with Participants afforded a fair and timely process.

All Participants agree to and are bound by the Code of Conduct during membership with the Society. Alleged infractions of the Code of Conduct, as amended, must be brought to the Board's attention by submitting a written complaint to the President, including the full name and address of the person alleged in violation of the Code of Conduct, the alleged violations, and providing any supporting evidence. Presumption of innocence shall prevail until final determination by a majority of the Board of the NFPSNA.

This complaint process does not involve disputes that should be handled by a court, or infractions at competition that should be handled by that show's management, or complaints by individuals who are not members in good standing of the Society. Any individual who has been expelled from membership may not initiate a complaint.

Specifically, the NFPSNA will not make judgment for matters involving formal protest with USEF or Center for SafeSport, as the NFPSNA will accept any final factual determination made by such hearing body or court.

In reviewing a complaint of the Code of Conduct, the Board shall consider whether an offense was intentional and whether it occurred after a prior disciplinary action. Any imposed sanction for an unethical act shall be by majority determination of the Board and such decision is final and non-appealable.

Disciplinary Sanctions

Participants found in violation of the Code of Conduct shall be investigated by the Board of the NFPSNA and pending such final investigation determination, may be subject to one or more of the following disciplinary actions:

1. Private censure/reprimand.
2. Public censure/reprimand.
3. Denial of all or part of NFPSNA privileges, including attendance at NFPSNA events, membership and/or participation in NFPSNA governance and committees, and serving as a representative of the NFPSNA.
4. Removal/forfeiture of awards and other name recognition from items associated with NFPSNA membership in good standing.
5. Suspension of NFPSNA membership.
6. Expulsion from NFPSNA membership.

Approved and adopted by the Board of Directors of the New Forest Pony Society of North America on June 4, 2023