I understand that the MCRA Board’s primary responsibility is to govern the organization and ensure that the organization is fulfilling its mission and legal responsibilities.

It is important for each member of the MCRA Board to identify and agree on the standards for and the guidelines of the Board.  By signing this document, you have agreed to abide by the values and standards listed below during all the times you are a member of the Board.

MCRA Board Members hold the following values:

* Respect, tolerance, and dignity for all
* Honesty, truthfulness, and integrity in word and deed
* Competency, accountability, and professionalism
* Compassion and empathy for all members and our Board Members

In addition, there are standards of conduct and performance that are expected:

* Board Members are expected to act in an ethical manner.
* Board Members are expected to adhere to the ICISF models of intervention.
* Board Members are expected to remain current in standards, knowledge, and practices involving CISM interventions.
* Board Members are expected to not use their involvement in traumatic events for self-promotion.
* Board Members are expected to avoid conflicts of interests.
* Board Members are expected to treat other Board Members with respect and as equals.  Power differentials (due to education, licensure, rank, line-of-service, etc.) between Board Members are not to be exploited.
* Board Members are expected to participate in the activities of the Board on a regular basis, attend regular meetings, be part of working committees as their schedules permit.
* These Ethics and Standards apply to all Board Members whether active or currently inactive (Leave of Absence).  It is expected that former Board Members shall maintain confidentiality after leaving the Board as well.

**Working Toward a Positive Board Culture**

**I will:**

* keep focused on the vision/mission of the organization.
* work to have a good rapport with fellow colleagues on the Board.
* keep an atmosphere of openness, tolerance, and respect.
* actively participate in trainings/meetings of the Board.
* utilize skills and knowledge learned in CISM classes and subsequent Board trainings.
* wear approved Board identification/uniform during Board deployment or activities, seminars, or conferences that promote critical incident response.

**Personal Responsibilities:**

**I will:**

* use accurate and respectful language in all communications.
* seek resolution of issues by discussing concerns with a colleague when feasible and when such discussion is likely to be productive.
* consult with and/or assist a colleague in taking remedial action when there is direct knowledge of a colleague’s incompetence or impairment due to personal problems, psychosocial distress, substance abuse, mental health difficulties, etc. that may interfere with effectiveness in being a Board member.
* take adequate measures to discourage, prevent, expose, and correct any unethical conduct of colleagues.

**I will not:**

* use the Board as a method to advance personal, political, religious, etc. beliefs or causes.
* engage in any behavior or conversations that may present the appearance of impropriety or embarrassment to the organization.
* use my membership/affiliation with the Board to advance my personal or professional life.
* go to the scene or place of an incident (self deployment) to act on behalf of the MCRA without the prior knowledge and approval of the MCRA leadership.
* organize or in any way attempt to organize an official MCRA intervention without the prior knowledge and approval of the team leadership.
* I understand that participation on the Board is voluntary and a privilege. If I violate any of these Standards, the Board may impose a probationary period or may remove me from various degrees of involvement with the Board, up to and including dismissal.

Signature:                                                                                           Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Printed Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_     Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_