

Title: CODE OF ETHICS AND BUSINESS CONDUCT

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Preamble

This Code of Ethics and Business Conduct (the “Code”) applies to the National Society of Hispanic MBAs and its Chapters (collectively, “NSHMBA”).

Ethics are important to NSHMBA and its members, directors, officers, employees and colleges, universities, individuals and corporations (customers) doing business with NSHMBA. NSHMBA is committed to the highest ethical standards and to conducting its business with the highest level of integrity. To do so, NSHMBA expects the highest possible ethical conduct from its directors, principal executive officer, senior management, senior financial officers and all employees and members of NSHMBA.

NSHMBA expects its employees and officers (collectively, “employees”), members of local Chapter Boards and the National Board of Directors (collectively, “directors”) and all members to use sound judgment to help maintain appropriate compliance procedures and to carry out NSHMBA’s business with honesty and in compliance with laws and high ethical standards. Each employee, director and member should read this Code and demonstrate a personal commitment to the standards set forth in this Code. Employees, directors and members who do not comply with the standards set forth in this Code may be subject to discipline based upon the nature of the violation. For employees this discipline could, in appropriate circumstances, mean the termination of your employment with NSHMBA. For directors and members, disciplinary action could result in removal from elected office and/or national committees, and/or revocation of membership, in accordance with relevant NSHMBA policy guidelines. Employees, directors and members who fail to comply with this Ethics and Business Code of Conduct could also be subject to any other sanctions available under law.

This Code is not a contract and is not intended as a detailed guide for all situations one may face. Any questions about this Code or the appropriate course of conduct in a particular situation should be directed to EthicsPoint. Any evidence of improper conduct, violations of laws, rules, regulations or this Code should be reported immediately. NSHMBA will not allow retaliation against an employee or director for such a report made in good faith.

Employees are also expected to comply with NSHMBA's employment policies and procedures and after hour workplace rules NSHMBA may from time to time communicate, all of which supplement this Code.

Ethical Conduct Required

Each employee, director and member is accountable to NSHMBA for his or her actions as well as his or her strict compliance with this Code. Therefore, full compliance with this Code is mandatory. Each employee, director and member is expected (i) to perform his or her duties for NSHMBA in a manner reflecting the highest standards of integrity and honesty, and (ii) to foster an environment of integrity and honesty. NSHMBA believes that doing so will encourage all within NSHMBA to appropriately and ethically address any issue presented to them, including actual or apparent conflicts of interest in personal and professional relationships involving NSHMBA and its business.

SPECIFIC RESPONSIBILITIES

I. Gifts to Directors, Officers and Employees

The acceptance by any director or employee of money, services, or any other thing of value offered by a representative of a supplier or other person or entity which does business with NSHMBA (or any person or entity which potentially could do business with NSHMBA) is prohibited. The offer of any such benefit must be reported immediately to the Chairperson of the Executive Committee of the Board or to the Chief Executive Officer. Notwithstanding the foregoing, it is understood that an employee of NSHMBA may receive unsolicited gifts of modest value from persons doing business with NSHMBA, including infrequent holiday gifts as well as t-shirts, hats, mugs, pens, pencils and similar items of a promotional nature. It is also expressly understood that this policy does not preclude business meals or nominal entertainment on an infrequent basis. The only allowable exception to this rule involving gifts of significant value is limited to the conventions and meetings industry standard practice of having the travel and lodging expenses of the NSHMBA Conference Site Evaluation/Selection Team paid for by cities that have bid on, and are seeking to host, a future NSHMBA conference. Costs for travel, lodging, meals and related expenses should be paid for directly by the host cities. In no event shall any director, employee or member who is a part of the Conference Site Evaluation/Selection Team ever accept any type of payment either direct, indirect or from a third party from the host cities and/or their designated representatives.

II. Confidentiality of Information

Directors and employees of NSHMBA owe a duty of loyalty of NSHMBA. This duty of loyalty requires each director and employee of NSHMBA to respect the confidentiality of information gained in the course of board activities or employment. No director or employee may use information received in the course of serving NSHMBA if the personal use of such information would be detrimental in any way to NSHMBA.

A. Definition

Employees and directors should maintain the confidentiality of information entrusted to them by NSHMBA or its customers and suppliers that is not

known to the general public, except when disclosure is authorized or legally mandated. “Confidential Information” includes all non-public information that might be of use to competitors, or harmful to NSHMBA or its customers if disclosed, and all information that is protected by applicable privacy laws. Any questions about whether information is confidential should be directed to NSHMBA’s Secretary and Compliance Director as well as EthicsPoint.

B. Principle of Confidentiality

Treat interchange as confidential to the individual and sponsoring companies involved. Information must not be communicated outside the organization without prior consent. The responsibility for maintaining NSHMBA’s reputation for integrity and compliance rests in large measure on each director and employee who guides its operations and others in particularly sensitive positions. The obligation to protect confidential information does not cease when an employee or director leaves NSHMBA.

NSHMBA is committed to preserving members, officers, sponsors and employee trust. All information, whether it is business, members, officers, sponsors or employee-related, must be treated in a confidential manner, and disclosing it is limited to those people who have an appropriate business or legal reason to have access to the information. You need to take special precautions when transmitting information via email, fax, the Internet or other media. Remember to treat all such communications as if they were public documents and printed on letterhead.

C. Principal of Exchange

Contact lists or other contact information provided by NSHMBA in any form shall not be used for purposes other than NSHMBA related business.

Avoid communicating a contact’s name in an open forum without the contact’s prior permission.

NSHMBA’s greatest strength lies in the talent and ability of its directors, officers, employees and members. Since working in partnership is vital to NSHMBA’s continued success, mutual respect must be the basis for all work relationships. Engaging in behavior that ridicules, belittles, intimidates, threatens or demeans, or that affects productivity can negatively impact NSHMBA’s reputation and may violate the law. You are expected to treat others with the same respect and dignity that any reasonable person may wish to receive, creating an environment that is inclusive, supportive and free of harassment and unlawful discrimination.

III. Compliance with Laws, Rules and Regulations

All employees, directors and members must respect and obey all laws applicable to NSHMBA's business, including federal, state and local laws in the area in which NSHMBA operates and applicable rules and regulations governing the activities and business of 501 (c)(3) non profit organizations. Any questions as to the applicability of any law should be directed to EthicsPoint.

IV. Conflicts of Interest

A. Definition and General Guidelines

NSHMBA's directors, employees and members are expected to conduct their private business and personal activities in a manner that avoids conflicts of interest either with SHMBA or its customers. The appearance of a conflict of interest may be just as amaging as an actual conflict of interest and, therefore, must be equally avoided. A conflict of interest occurs when the private interest of an employee, director or member or any member of such individual's immediate family interferes, or appears to interfere, with the interests of NSHMBA. Conflicts of interest can occur when an employee, director or member takes action or has interests that could reasonably be expected to make it difficult to make objective decisions on behalf of NSHMBA or to perform his or her duties objectively and effectively.

Employees, directors and members should take great care to conduct themselves and all of their activities in such a manner so that their personal investments or other personal activities will not hinder the interest or reputation of NSHMBA or affect their ability to honestly and ethically discharge their duties to NSHMBA. In those cases where conflicts of interest do exist, or may appear to exist, the employee, director or member should disclose the situation in accordance with paragraph IV (B) below, disqualify him or herself and permit other individuals to handle the matter.

Except as pre-approved by NSHMBA's Board of Directors, transactions that involve a conflict of interest are prohibited as a matter of corporate policy. Any employee, director or member who becomes aware of a conflict or potential conflict must disclose such in accordance with paragraph IV (B) below. Any questions about whether a conflict exists should be brought to the attention of EthicsPoint.

B. Disclosure Requirements

Any possible conflict of interest of any director (or member of the director's immediate family) shall be fully disclosed to the other directors and made a matter of record through an annual procedure. When any such possible conflict of interest becomes relevant to any matter requiring board of directors or committee action, it shall be called to the attention of the board or committee and the director shall not vote on the matter in which he or she (or a member of his/her immediate family) has a possible conflict of interest, shall not use personal influence in connection

therein, and shall not be counted in determining the quorum for the meeting. However, any director who is excluded from voting because of such possible conflict of interest may briefly state the director's position in the matter and answer any pertinent questions of other directors or committee members when the director's knowledge of the matter will assist the board or committee. The minutes of the meeting shall reflect that a disclosure was made, that the interested director abstained from voting, and that the director was not counted in determining the quorum for the meeting. The provisions of this policy shall also apply to any person, other than a director, who is at any time serving as a member of any committee.

Every employee has a duty of fiduciary responsibility to make full disclosure to the board of directors of any possible conflict of interest (or that of a member of his/her immediate family) with respect to any manner with respect to which such employee provides recommendations or advice to the board of directors.

C. Direct & Indirect Financial Interests

A particularly important type of possible conflict of interest arises when a director, employee or member holds a direct or indirect financial interest in or will receive a benefit from a business firm or other third party furnishing services, materials, or supplies to NSHMBA. A direct financial interest is the receipt or remuneration of any sort. An indirect financial interest exists if a party transacting business with NSHMBA is an entity:

- (a) in which the NSHMBA director, employee or member (or a member of his/her immediate family) has a material financial interest;
- (b) with which the NSHMBA director, employee or member (or a member of his/her immediate family) has a substantial business relationship; or
- (c) of which the NSHMBA director, employee or member (or a member of his/her immediate family) is an officer, director, or general partner.

The potential for a direct, indirect or third party financial conflict of interest as described herein does not preclude a director, employee or member, or a member of his/her immediate family, from furnishing services, materials or supplies to NSHMBA, either directly or through another individual or business entity, so long as the relationship is fully disclosed during the bid process. Furthermore, directors or employees that have any direct or indirect influence or control over the procurement of services, materials or supplies by NSHMBA must disclose any personal direct, indirect or third party financial interests relevant to said procurement and exclude themselves from the corresponding bid, evaluation and contract award processes. Individuals that have direct or indirect influence or control over the procurement of services, materials or

supplies by NSHMBA must also ensure that all NSHMBA procurement and contracting processes are equitable and transparent, and that potential direct, indirect or third party financial conflicts of interests involving members who are not directors or employees are fully disclosed throughout the corresponding bid, evaluation and contract award processes.

It is understood that a director, employee or member may still be a direct or indirect party to a transaction which might create or provide the appearance of a conflict of interest, as above defined, even if all the above disclosure and other requirements are met and if the transaction is a fair one.

V. Use of NSHMBA Services, Property, or Facilities for Personal Purposes

No director, employee or member shall make use of NSHMBA's services, property or facilities for any purpose that is not related to the primary purposes of NSHMBA. It is also the responsibility of all directors and employees for ensuring that NSHMBA's services, properties or facilities are not made available to any members for any purpose that is not related to the primary purposes of NSHMBA. Employees, directors and members are prohibited from (a) taking for themselves personally any opportunities that arise through the use of corporate property, information or position, (b) using corporate property, information or position for personal gain, and (c) directly or indirectly competing with NSHMBA. Employees, directors and members owe a duty to NSHMBA to advance NSHMBA's legitimate interests when the opportunity to do so arises.

VI. Fair Dealing

Each employee, director and member shall endeavor to deal fairly with all directors, employees, members, competitors, suppliers and customers. No employee, director or member shall take unfair advantage of any other person through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair practice.

VII. Protection and Proper Use of NSHMBA's Assets

All employees, directors and members have a duty to protect NSHMBA's assets and ensure the assets' efficient use. Theft, carelessness and waste have a direct impact on NSHMBA's profitability and NSHMBA's ability to serve its members and customers. NSHMBA's assets should be used only for legitimate non profit purposes and employees, directors and members should take measure to protect against their theft, damage or misuse. These assets include (a) intellectual property such as trademarks, business and marketing plans, salary information and any unpublished financial data and reports, (b) capital items such as computers and office equipment (c) soft assets such as mailing lists, membership data and sponsor information, and (d) website content and website usage. Any unauthorized use or distribution of this information is a violation of this Code.

VIII. Accuracy of Records and Reporting

All of NSHMBA's books, records, accounts and financial statements must be maintained in detail, must appropriately reflect the matters to which they relate and must conform both to applicable legal requirements and to NSHMBA's system of internal controls. The making of false or misleading records or documentation is strictly prohibited. NSHMBA complies with all laws and regulations regarding preservation of records. Records should be retained or destroyed only in accordance with NSHMBA's document retention policies. Any questions should be directed to EthicsPoint.

IX. Disclosure Controls and Policies

It is the policy of NSHMBA to promote the full, fair, accurate, and timely and understandable disclosure in reports and documents that NSHMBA files, furnishes or communicates to the public. All NSHMBA accounting records, as well as reports produced from those records, must be in accordance with applicable laws and regulations, must fairly and accurately reflect the transactions or occurrences to which they relate and must accurately reflect, in reasonable detail, NSHMBA's assets, liabilities, revenues and expenses. Under no circumstances should NSHMBA's records contain any false or intentionally misleading entries. All employees are expected, within the scope of their employment duties, to support the effectiveness of NSHMBA's disclosure controls and procedures.

X. Political Activities

No director, employee or member of NSHMBA in the name of NSHMBA or under the color of the official capacity or the authority of NSHMBA shall (a) participate or become actively involved in any political campaign or in any other types of political activities, (b) provide financial support for, or make contributions to or for the benefit of, any political candidate, political party, or political action committee or (c) provide financial support for or make contributions in support of any other political objective. Notwithstanding the foregoing, NSHMBA recognizes that each of its directors, employees and members has the right as a citizen to become involved in his or her individual capacity in the political process in each of their respective states and on a national and local basis. Any such participation or involvement by any such person in a political campaign or other types of political activities or any contributions to or any other financial support of a political candidate or any other types of political contributions or support shall only be carried on or provided in such individual's individual capacity.

Dealing with public officials by employees, directors or members must avoid any activity that is or appears illegal, unethical or in violation of the strict prohibitions of political activity mandated by 501 (c) (3) laws. The giving of gifts, including meals, entertainment, transportation and lodging to government officials in the various branches of U.S. government, as well as state and local governments, is restricted by law. Employees, directors and members must obtain pre-approval from both the NSHMBA Board of Directors and EthicsPoint before providing anything of value to a government official or employee.

In addition, the U.S. Foreign Corrupt Practices Act prohibits giving anything of value, directly or indirectly, to officials of foreign governments or foreign political candidates in order to obtain or retain status or business. Illegal payments to government officials of any country are strictly prohibited.



XI. Sexual and All Other Harassments of the National Society of Hispanic MBAs (Policy 3.1)

All directors, employees and members of NSHMBA agree to comply with NSHMBA Policy No. 3.1, Sexual and All Other Harassments of the National Society of Hispanic MBAs. All directors and employees of NSHMBA are required to sign and date the certification statement provided in Attachment C of this Code on an annual basis, and to adhere to its disclosure rules. All members, either upon joining NSHMBA for the first time or during the annual membership renewal period, must also read and indicate their agreement to comply with Policy No. 3.1. Failure to comply with Policy No. 3.1 or to report actual or potential violations of said policy could result in disciplinary action including, but not limited to, termination of employment in the case of an employee and removal from office and/or revocation of membership in the case of a director or member.

XII. Alcohol Reimbursement (Policy 3.2)

In accordance to the National Society of Hispanic MBAs, 501c3 tax status it prohibits the use of NSHMBA funds to purchase alcoholic beverages. General monies raised from National and or Chapter events are to support the mission of the organization.

The purchase and or reimbursement of alcohol are prohibited by the National Society of Hispanic MBAs, except as authorized herein.

Prohibited:

Alcohol beverages purchased will not be reimbursed for NSHMBA Officers, or Employees. Such purchases shall be segregated from meal expenses and paid for by the individual ordering them.

There are no exceptions to this policy.

Restrictions:

Whenever alcohol is used for NSHMBA National or Chapter Events, the following restrictions apply:

Alcohol may be served for National and Chapters events, however, payment must be sponsored from an outside entity using NSHMBA's general funds (*i.e. corporate sponsors*)

Sponsors, National and Chapter representatives must follow principles of good hosting which include having non-alcoholic beverages and providing planned programs. The use of alcohol shall not be the sole purpose of any NSHMBA activity.

Sponsors must take precautionary measures to ensure that alcohol is not used by persons who appear intoxicated, and/or who are under the age of twenty-one (21).

Submission of chapter event contracts when a sponsor has not funded liquor must state "cash bar only"



All directors, employees and members of NSHMBA agree to comply and are required to sign and date the certification statement provided in Attachment E of this Code on an annual basis, and to adhere to its rules. (Signing and dating process will be replaced with an on-line system starting in January 2008)

COMPLIANCE

Each director, employee and member shall have access and ability to reviewed and/or print a copy of the Code. Each director and employee shall be required to complete the disclosure statements and shall also certify on an annual basis that he or she has read the Code and agrees to comply with all standards of the Code. Each member shall certify his or her acceptance of, and compliance with, the Code either upon joining NSHMBA for the first time, via the membership application process, or during the annual membership renewal period. NSHMBA understands that no code or policy can address every scenario or answer every question. To ensure that all officers, employees and directors can obtain answers to their questions and inquires, NSHMBA has implemented the following policies and procedures.

Whistle Blower (Policy 3.3)

NSHMBA implemented a fraud and ethics hotline, a phone and Internet-based reporting system called **EthicsPoint**. If you wish to communicate any matter anonymously, NSHMBA will maintain the confidentiality of your communication to the extent possible under the circumstances. The system allows reporting issues or concerns regarding the National Society of Hispanic MBAs (NSHMBA) in an anonymous and confidential manner. As we aspire to make NSHMBA a center of excellence, we consider this initiative a critical component in providing a safe, secure, and ethical organization for our members, employees and sponsors.

By logging in to the **EthicsPoint** website <http://www.ethicspoint.com/> or calling 866-384-4277 you can file a report, offer a suggestion, or voice a concern in a fast, easy and totally confidential manner. Additionally, you can ask for clarification of NSHMBA's policy, and offer positive comments and suggestions to create an informed and compliant work atmosphere. The system, which is managed by **EthicsPoint** – an independent third party – allows you to file reports from any computer or phone in eleven different categories of ethical violations, and it provides a formal mechanism for investigation designed to trigger an internal follow-up in less than 24 hours.

Reporting Violations

All employees are encouraged to speak with their supervisors, managers or to his or her appropriate personnel when in doubt about the best course of action in a particular situation. In the case of local chapters such concerns should be directed to the local Chapter President or the cognizant Regional Representative. In the case of directors, such concerns should be directed to the Chair of the board. If those discussions do not result in an appropriate and ethical resolution of the problem, the employees, directors or members should bring any continuing

questions regarding the situation, this Code or possible violations of this Code should be filed with EthicsPoint.

NSHMBA encourages all employees, directors and members to promptly report any actual or apparent violations of this Code. NSHMBA does not permit retaliation or discrimination of any kind against employees, officers, directors and members who reasonably believe there has been possible illegal or unethical conduct and who in good faith report these concerns to NSHMBA. However, it is a violation of this policy for any employee, director or member to communicate a report claiming illegal or unethical conduct which that individual knows to be false or misleading.

Investigation

Reported violations will be promptly investigated. The person reporting the violation should not conduct an investigation on his or her own. However, employees, directors and members are expected to cooperate fully with any investigation made by NSHMBA or any of its representatives.

Accountability

Directors, employees or members who violate this Code may be subject to disciplinary action. For employees, this disciplinary action may include termination of your employment with NSHMBA. For directors and members, such action may include removal from elected office and/or national committees, and/or revocation of membership in accordance with relevant NSHMBA policy guidelines. Knowledge of a violation and failure to promptly report or correct the violation may also subject an employee, director or member to disciplinary action.

Under circumstances deemed appropriate by NSHMBA, NSHMBA may elect to publicly disclose violations of this Code by employees, directors or members. In addition, some violations of this Code are illegal and may subject the employee, director or member to civil or criminal liability.

Amendments and Waivers

Any amendment to this Code will only be effective following adoption of the amendment by the Board of Directors of NSHMBA.

Any waiver of any provision of this Code made for the benefit of NSHMBA's directors, principal executive officer, principal financial officer, principal accounting officer or controller, or persons, including any members, performing similar functions for NSHMBA, may only be made by NSHMBA's Board of Directors, after consultation with NSHMBA's Corporate Counsel. Any waiver of any provision of this Code made for the benefit of NSHMBA's principal executive officer, principal financial officer, principal accounting officer or controller, or persons, including any members, performing similar functions for NSHMBA must be disclosed in accordance with applicable 501(c)(3) requirements.

NSHMBA's Chief Executive Officer does not have the authority to waive any provisions of this Code with respect to the conduct of any person. All waivers requested of any provisions of this Code shall be promptly reported to NSHMBA's Audit Committee and NSHMBA's Board of Directors. Only NSHMBA's Board, by a majority vote of the entire Board, may waive any provisions of this Code.

This Code of Ethics and any amendment to or waiver from a provision of this Code that applies to NSHMBA's principal executive officer, principal financial officer, principal accounting officer, controller, or persons performing similar functions, or member shall be disclosed by posting such information on NSHMBA's internet website at <http://www.nshmba.org/>.

CONCLUSION

All NSHMBA employees, directors and members have a duty to report any violations or suspected violations of this Code. Unless otherwise specified in this Code or other relevant NSHMBA policy, violations should be reported to EthicsPoint at <http://www.ethicspoint.com/>. When reporting a possible violation, you will be protected from any employment discrimination, retaliation, or retribution provided that the report is made in good faith.

No Code can cover every possible question regarding ethical behavior. In cases where you are unsure, you should direct any questions to your supervisor, managers, or in the case of the chapters, the Chapter President or Regional Representative. You can also be assured of the confidential manner of your questions placed to EthicsPoint . NSHMBA's reputation for integrity is one of the cornerstones of the public's faith and trust in NSHMBA and in that respect, is part of what provides NSHMBA an opportunity to serve the public. NSHMBA's directors, employees and members distinguish NSHMBA as an exemplary entity. A single individual's misconduct can do much to damage a hard earned reputation.

Any director, employee or member who ignores or violates any of NSHMBA's ethical standards, or any manager who penalizes a subordinate for trying to follow these ethical standards, will be subject to disciplinary action. However, it is not the threat of discipline that should govern an individual's actions. NSHMBA expects you to share its belief that a dedicated commitment to ethical behavior is the right thing to do, is good business and is the surest way for NSHMBA to remain highly regarded in the non profit industry.



ATTACHMENT A

Code of Ethics and Business Conduct Compliance Acknowledgment & Agreement Form

I, [], holding the position or office of []

Hereby state that I have read the Code of Ethics and Business Conduct (the "Code") of the National Society of Hispanic MBA's. I agree to comply with all provisions of the Code during the period of my employment or tenure.

If I become aware of an actual or potential violation of the Code, I will notify and disclose the circumstances in accordance with the provisions of the Code.

I understand that if I have any questions regarding the applicability of the Code that I may contact EthicsPoint as outlined in the Code.

Signature

Date

ATTACHMENT B

Conflict of Interest Disclosure Statement

To assist in the proper determination and evaluation of the existence of an actual or potential conflict of interest, please answer in detail each of the items which follow, keeping in mind that full disclosure of any questionable situation is required in order to permit an impartial and objective determination.

1. Please indicate your **National or Chapter position** (title) or position of employment with NSHMBA

2. Please list the names of all corporations, companies, firms or other business enterprises with which you are affiliated (or which any member of your immediate family is affiliated), as an employee, officer, director, trustee, or in which you (or any member of your immediate family) have an ownership interest as a 5% or more owner. If none, please indicate by writing "none" below).

Name of Business or Organization

Position or Relationship

3. Please indicate whether, to the best of your knowledge, any of the corporations, companies, firms or other business enterprises described in your answer to question 2 above competes, directly or indirectly, with NSHMBA or has any existing or contemplated business relationship with NSHMBA. (Example of a business relationship would be the furnishing of goods or services or the purchase or sale of property). (If none, please indicate by writing "none" below). If such situation exists, describe below.



4. Please indicate whether in the past 12 months you have been offered any gifts, gratuities or favors from any entity or person which to your knowledge does, or may be seeking to do, business with NSHMBA or which is a competitor of NSHMBA. (This does not include (a) infrequent business meals or infrequent nominal entertainment, or (b) unsolicited gifts of nominal value such as Christmas gifts). (If none, please indicate by writing "none" below). If you received any such gift, please provide details below.

5. Please set forth below information concerning you or any member of your immediate family not required in the preceding paragraphs which you feel may present an actual or potential conflict of interest. (If none, please indicate by writing "none" below).

ATTACHMENT C

Title: SEXUAL AND ALL OTHER HARASSMENTS

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To View - http://www.nshmba.org/docs/govdocs/Policy3_1.pdf

I, [], holding the position or office of [], hereby state that I have read the **Policy 2.6 Titled: Sexual and All Other Harassments of the National Society of Hispanic MBAs.**

I agree to comply with all provisions of the Policy 3.1 Sexual and All Other Harassments during the period of my employment or tenure.

If I become aware of an actual or potential violation of Policy 3.1, I will notify and disclose the circumstances to the Chairperson of the Executive Committee of the Board or to the Chief Executive Officer.

Signature

Date

