



CODE OF CONDUCT

NAPABA's work requires its leaders to (a) trust one another, (b) be trusted by the general NAPABA membership and the legal community at large, and (c) have cooperative relationships with one another and with the NAPABA membership. Contested elections can raise passions among candidates and supporters alike; but afterwards, it is important that all NAPABA members unite to increase NAPABA's effectiveness and to preserve and promote the integrity of our organization.

In recognition of this goal, I pledge to abide by and also ensure that my advocates abide by the following code of conduct during my campaign:

1. Be respectful of all candidates. For example:
 - a. Focus on qualifications, and do not make false, misleading, or deceptive statements.
 - b. Do not use irrelevant facts or issues about any candidate or make inflammatory personal attacks on a candidate's character.
 - c. Treat all candidates with respect and dignity.
 - d. Do not jeopardize another candidate's employment or contact another candidate's employer.
2. Speak and act at all times in the best interest of NAPABA as a whole, including via personal, professional, and group social media.
3. Do not offer or exchange anything of value for votes.
4. Comply with NAPABA's Nominating & Elections Rules and shall inform the Nominations & Elections Committee of any non-compliance the candidate becomes aware of, including but not limited to non-compliance of Nominating & Election Rule IV, V, VI, IX, and Exhibit B. By way of example, campaign-related communications by non-candidates may be sent only to recipients whom the sender knows personally. And, in a contested election,

when seeking an endorsement the candidate must disclose the existence of a contested election.

Competing candidates are encouraged to communicate with one another before a contested election begins to discuss potential ways to reduce friction during the election.