

**CODE OF ETHICS  
THE JEWISH BUSINESS NETWORK OF  
SOUTHERN NEW JERSEY, INC.**

**I. INTENT**

This Code of Ethics ("Code") applies to all of the Members (the "Members", individually a "Member") of The Jewish Business Network of Southern New Jersey, Inc. (the "Network") and is intended to promote lawful and ethical behavior by all of the Members of the Network and to ensure that the Network's purpose is conducted according to the values of the Network and all applicable rules, regulations and laws. The Network is committed to existing ethically and with integrity. The ethical conduct of the Network depends on the collective conduct of the Members.

**II. COMMITMENT TO EXCELLENCE**

Each Member is expected to be polite, respectful and honest in their business dealings. Each Member should also strive to represent the Network with dignity, strive for continuous improvement in the Network and work with other Members of the Network to achieve the purpose of the Network in facilitating business among the Jewish community, fostering awareness about Jewish and world causes and opportunities and fostering discussion among Jewish professionals in the Delaware Valley

**III. COMPLIANCE WITH LAWS, REGULATIONS, RULES  
AND POLICIES**

Each Member is expected to be familiar and comply with the Bylaws of the Network and all of the policies of the Network. In addition, a commitment to ethical conduct requires that each Member comply with the letter and spirit of the law.

**IV. APPEARANCE OF GOOD CONDUCT AND AVOIDANCE  
OF CONFLICTS OF INTEREST**

Each Member has a responsibility not only to do the right thing but also to avoid behavior that could be perceived as failing to do the right thing. Each Member should strive to act in the best interest of the Network and avoid the appearance of a conflict of interest. A conflict of interest occurs when a Member's private interest interferes in any way with the purpose of the Network.

**V. HARASSMENT**

The Network is committed to providing an environment free from harassment, intimidation, and coercion based on or related to race, sex, religion, national origin, age, disability, or any other classification protected by law. Each Member has a responsibility to uphold the Network's commitment to provide an environment free from harassment of any kind.

## **VI. COMMITMENT TO EXCELLENCE**

Each Member should represent the Network with dignity and in a respectful manner, strive for continuous improvement in the Network and work with other Members of the Network to achieve the purpose of the Network in facilitating business among the Jewish community, fostering awareness about Jewish and world causes and opportunities and fostering discussion among Jewish professionals in the Delaware Valley.

## **VII. COMMUNITY RELATIONS**

Each Member should be a responsible citizen of their local, state and national community.

## **VIII. FAIR DEALING**

Each Member should endeavor to deal fairly with each other Member. No Member should take unfair advantage of any other Member through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair-dealing practice.

## **IX. CONFIDENTIAL INFORMATION**

Confidential information is any non-public information that if disclosed would be damaging to the best interests of the Member or might be of use to the Member's competitors. Each Member has a responsibility to hold all confidential information obtained from another Member or the Member's clients and customers in confidence, except when disclosure is authorized or legally mandated. Confidential information should not be shared with the media, the Member's competitors or any other third parties.

## **X. MEDIATION**

The Network is committed to having good relations between each Member. As such, each Member shall strive in good faith to resolve any controversy, dispute or disagreement with another Member by negotiation. If any such controversy, dispute or disagreement can not be resolved through negotiation, the Network encourages such Members to pursue non-binding mediation before commencing litigation.

## **XI. CHANGES TO THE CODE OF ETHICS**

The Board of Directors of the Network may approve any updates or changes to the provisions of this Code.