

ST. LOUIS REALTORS®

2027 Agreement to Serve

By my signature below, I acknowledge that I have been elected or appointed to serve as an officer, director, committee chair, vice-chair, or committee member of the St. Louis REALTORS® (e.g., Grievance Committee, Professional Standards Committee, St. Louis Association of REALTORS® Political Action Committee, St. Louis REALTORS® Commercial Division) (“Volunteer Leader”). I agree to abide by the Policies for Volunteer Leadership as summarized below and further enumerated on pages 2-5 of this document, and which may be further outlined in St. Louis REALTORS® policies:

To faithfully execute the responsibilities of a St. Louis REALTOR® Volunteer Leader.

To uphold the Code of Ethics and Bylaws of the St. Louis REALTORS®, Missouri REALTORS® and NATIONAL ASSOCIATION OF REALTORS®.

To serve as an example of the Code of Ethics of the National Association of REALTORS® in all my actions, both as a Volunteer Leader and as a REALTOR®.

To not disclose any confidential or sensitive information that I may learn as a Volunteer Leader of the St. Louis REALTORS® to others, except to the extent such disclosure is required by law or authorized by the Board of Directors of the St. Louis REALTORS®.

To abide by the St. Louis REALTORS®’ Code of Conduct and Anti-Harassment, Attendance, Ownership Disclosure, Conflict of Interest, Confidentiality, and Social Media policies, outlined in “Policies for Volunteer Leadership,” which I affirm that I have read and understand.

To seek the opinions of members of the St. Louis REALTORS® on significant issues facing the association and the real estate industry in general, and to convey non-confidential information concerning the actions and decisions of the Association to my peers.

To represent the welfare of the entire membership of the St. Louis REALTORS® in the decisions and activities of the Association, fully understanding that the role of Volunteer Leader requires that I serve all the members of the St. Louis REALTORS®, that I represent the members in the decisions and activities I undertake that my responsibility is always to place the interest of the membership above my personal considerations.

To uphold and support those duly enacted decisions made by the Board of Directors of the St. Louis REALTORS®.

To avoid making any public statements – on social media or otherwise – that are contrary to achieving St. Louis REALTOR® objectives or that may reflect poorly upon St. Louis REALTORS®’ reputation.

Printed Name

Date: _____

Signature

05/26

ST. LOUIS REALTORS®

POLICIES FOR VOLUNTEER LEADERSHIP

Upon election or appointment, St. Louis REALTORS® volunteer leaders, including committee chairs, vice chairs, and committee members, agree to follow the policies outlined below governing committee obligations and conduct.

Code of Conduct

Volunteer leaders of St. Louis REALTORS® are expected to:

1. Uphold Fiduciary Responsibilities

Act in good faith and in the best interests of the organization, including supporting the lawful decisions of the Board once made, regardless of personal position.

2. Maintain Professional and Respectful Communication

Refrain from public commentary or communications that disparage board decisions, individual directors, staff, or the integrity of the association. Volunteer leaders should model respectful and constructive discourse in all forums.

3. Respect Collective Authority

Recognize that authority rests with the full board acting as a body. Individual volunteer leaders shall not speak on behalf of the board or the association unless authorized to do so.

4. Avoid Undermining Board Decisions

Volunteer leaders who dissent from a decision are expected to do so respectfully and privately. Once a decision is reached, volunteer leaders agree not to campaign against it or encourage others to do so, particularly on matters where the board has referred an issue to the general membership.

5. Safeguard Internal Deliberations

Maintain the confidentiality of board discussions and deliberations, particularly when issues involve sensitive personnel, legal, or strategic matters.

6. Comply with this Code as a Condition of Service

Continued service as a volunteer leader is contingent on adherence to these expectations. Violations may be addressed by the Executive Committee or the full Board, as appropriate, up to and including removal, as outlined in the bylaws.

COMMUNICATIONS

As a volunteer leader, you are expected to stay engaged in committee communications and Association business. Please keep your email address and mobile number current in your member profile at strealtors.com (Login), and upload a current business photo. For help, contact Member Support at 314-576-0033.

As a leader, you also agree to support the Association's mission and policies and to avoid public statements (including on social media) that undermine Association objectives or harm the Association's reputation.

REAFFIRMATION OF ARTICLE 10

REALTORS® shall not deny equal professional services to any person for reasons of race, color, religion, sex, handicap, familial status, national origin, sexual orientation, or gender identity. Realtors® shall not be parties to any plan or agreement to discriminate against a person or persons on the basis of race, color, religion, sex, handicap, familial status, national origin, sexual orientation

ANTI-HARASSMENT

This policy applies to all Association-related meetings, events, and communications, whether held in public or private facilities, including events sponsored by other organizations when held in conjunction with St. Louis REALTORS® activities.

St. Louis REALTORS® is committed to a productive, welcoming environment free from discrimination and harassment. Members are expected to treat one another, Association staff, service providers, speakers, and participants with courtesy and respect.

Harassment is prohibited. Harassment includes inappropriate conduct, comments, displays, actions, or gestures based on a protected characteristic (including sex, color, race, religion, national origin, age, disability, sexual orientation, gender identity, or any other protected status). Examples include slurs, threats or intimidation, denigrating jokes, and written or graphic material that shows hostility toward an individual or group.

Sexual harassment is a form of harassment and may involve individuals of the same or different gender. It may be:

1. Verbal: sexual innuendo, suggestive comments, jokes, propositions, or threats.
2. Non-verbal: sexually suggestive objects or images, leering, whistling, or obscene gestures.
3. Physical: unwanted contact, including touching or pinching, coerced sexual activity, or assault.

The Association may take appropriate action for violations, including restricting event attendance, removing committee appointments, suspension or expulsion from membership, or other action as deemed appropriate.

ATTENDANCE

If any director or committee member, including chairs and vice chairs, shall fail to attend three (3) meetings of their respective board or committee within a twelve (12) month period, such member shall be deemed to have resigned immediately following the conclusion of said third meeting. The chair shall have this fact called to such member's attention, and if an explanation for such absences satisfactory to the President is received within a reasonable time frame, the President may elect to appoint such member to fill the vacancy created by such resignation, failing which, the vacancy thus created shall be filled as provided for in this policy.

OWNERSHIP DISCLOSURE

If you have any financial or ownership interest in an entity that (a) is being considered as a provider of products or services to St. Louis REALTORS® or (b) offers competing products or services, you must disclose that interest at the start of any related discussion. You will be excused unless the Board requests your participation to answer questions.

CONFLICT OF INTEREST

Volunteer leaders owe fiduciary duties of care and loyalty to the Association and must act honestly, in good faith, and in the best interests of St. Louis REALTORS®, avoid conflicts of interest, and maintain confidentiality.

A conflict may exist when you participate in Association decision-making while having business, professional, or personal interests that could bias your judgment, including appropriating Association opportunities or business prospects.

Leaders are considered to have a conflict of interest when they (or an immediate family member) have a financial interest such as:

1. Serving on the board of a vendor or service provider.
2. Serving as a principal, partner, officer, director, member, manager, or owning more than 1% of a business being considered as a provider to, or competing with, St. Louis REALTORS®.
3. Being a principal, partner, or corporate officer of a business providing, or being considered to provide, products or services to St. Louis REALTORS®.
4. Receiving (personally or through family) monetary benefit in excess of \$25 from the award of a contract, bid, or job.
5. Holding a unique and substantial relationship with the business (familial, personal, employer-employee, contractor-contracted, shareholder, or governance relationship).

Disclosure and participation:

1. Disclose any actual or potential conflict to the Board of Directors or CEO as soon as it arises and before entering any formal relationship involving a potential conflict.
2. Disclose the conflict at the outset of related discussions. You will be excused unless the Board requests otherwise.
3. Do not vote on matters where you have a conflict of interest, including votes intended to block or alter actions to benefit the business in which you have an interest.
4. Meeting minutes will reflect the disclosure, your recusal, and the vote outcome.

Elected officers of St. Louis REALTORS® may not serve simultaneously as elected officers of Missouri REALTORS® or the National Association of REALTORS®. If elected to a state or national officer position, the individual is deemed to have resigned the St. Louis REALTORS® officer position effective on the date the state or national office begins.

CONFIDENTIALITY

Volunteer leaders may have access to confidential, sensitive, or proprietary Association information (“Confidential Information”), including financial information, member accounts or

files, future plans, Professional Standards hearing findings, membership lists, bank and financial records, marketing analyses, projections, and information related to potential mergers, consolidations, or asset sales.

Confidential Information must be kept strictly confidential and may be shared only with Association officers and directors, the CEO, the Association accountant, CPAs, and the Association's attorneys, unless disclosure is required by law or authorized by the Board of Directors.

SOCIAL MEDIA

St. Louis REALTORS® encourages responsible, thoughtful use of social media. Volunteer leaders are ambassadors; while social media may be personal, it is not private. This policy applies to social media use in both volunteer and personal contexts and covers all platforms (e.g., Facebook, YouTube, X/Twitter, Instagram, TikTok, blogs, and other online postings).

1. Avoid disparaging, defamatory, threatening, harassing, bullying, or discriminatory posts about the Association or its staff, members, volunteers, vendors, or stakeholders.
2. Use good judgment; assume posts are public and permanent. Do not create volunteer accounts or include your volunteer title in an account name.
3. If you identify your affiliation, include a disclaimer that your views are your own. Officers and spokespersons should take extra care.
4. Protect confidential information at all times.
5. Report content that disparages or reflects poorly on the Association to the CEO and/or the Director of Communications.

Violations may result in the removal of posts and/or removal from volunteer positions, as well as other actions deemed appropriate.

Volunteer Leaders are required to sign an “Agreement to Serve” (see page 1, above) acknowledging they have read and agree to abide by the Policies for Volunteer Leadership as outlined above and throughout the policies of St. Louis REALTORS®.