

NAUA Board of Trustees - Code of Conduct

Purpose:

As Trustees of the North American Unitarian Association (NAUA), we commit to supporting our shared vision and mission:

To empower liberal religion to survive and thrive, grounded in the inherent worth and dignity of every person and all peoples, and guided by Freedom, Reason, and Tolerance.

This Code reflects how we aim to treat one another and carry out our work.

1. Staying True to Our Mission and Values

- ~ We put NAUA's mission first, above personal preferences or disagreements.
- ~ We uphold our liberal religious values, embracing freedom, reason, and tolerance, grounded in the inherent worth and dignity of every person and all peoples.

2. Respectful and Clear Communication

- ~ We communicate honestly and kindly in meetings, emails, and all online spaces.
- ~ We avoid sarcasm, hostility, or belittling and dismissive language.
- ~ We listen to understand and assume others mean well.
- ~ When concerns arise we bring it up directly and privately, when possible.

3. Working Together as a Team

- ~ We value every voice and share leadership.
- ~ Once a decision is made, we support it together.
- ~ We keep board discussions (in person, over the phone, email or online) confidential unless the board agrees otherwise or the discussions take place in public meetings.
- ~ We share credit for successes and take communal responsibility for challenges, without singling out individuals or publicly blaming others.

4. Integrity and Accountability

- ~ We remind ourselves and one another of our values and work to make amends should we violate them.

- ~ When conflict happens, we address it through open conversation or mediation - aiming for solutions that respect everyone.
- ~ We aim to model fairness, inclusion and respectful dialogue.
- ~ We avoid public or online comments that could harm trust in the board or harm NAUA's reputation.
- ~ We are clear about when we are speaking personally and when we are speaking on behalf of the organization.
- ~ The board reviews this Code of Conduct each year to keep it relevant
- ~ Each Trustee reaffirms this Code at the start of their term.

Adopted by the NAUA Board of Trustees on 12/17/2025