

I was troubled by the statements at our meeting indicating a code of conduct was wholly distinct and separate from a code of ethics, because in my mind they are very similar things and it continues to seem wrong to me that we would create rules for behavior outside of the GRCA Code of Ethics without also insisting that our members adhere to and actually follow the GRCA Code of Ethics and elaborate/support the guidelines therein. Also, I was puzzled by the fact that I can find no other golden retriever club that has a Code of Conduct, while MANY have a Code of Ethics. So I dug into this - and my research reveals that Code of Conduct and Code of Ethics are related documents intended to be used together. One website explained that the Code of Conduct is extracted from the Code of Ethics. (<https://keydifferences.com/difference-between-code-of-ethics-and-code-of-conduct.html#:~:text=Lengthwise%2C%20code%20of%20ethics%20is,of%20conduct%20regulates%20the%20actions.&text=Code%20of%20Ethics%20focuses%20on,focuse d%20on%20compliance%20and%20rules.>) The COE is aspirational, discussing principles, and the COC is specific, describing conduct expected as a result of those principles; applying "the Code of Ethics to a host of relevant situations." <https://blog.whistleblowersecurity.com/blog/code-of-ethics-and-code-of-conduct-whats-the-difference>. (See also this quote " Ethics are higher level concepts, whereas the code of conduct gets down to specific action expectations. Where the code of ethics might state that all employees must obey all safety protocols, a code of conduct explains the distance from an oxygen tank employees are allowed to smoke." at <https://smallbusiness.chron.com/difference-between-code-ethics-conduct-2724.html>. I don't personally don't know the quality of any of these internet sources, but I am seeing the same idea over and over in my searches. (See e.g., <https://www.betterteam.com/code-of-ethics-and-professional-conduct>)

This point that a Code of Conduct should draw from and provide specifics on the principles outlined in the Code of Ethics supports my concern that any conduct regulating our behavior should track all of the points in the GRCA Code of Ethics. Interestingly, if you look at the Bernese Mountain Dog Code of Conduct, which Robin mentioned as a source, you see conduct that is similar to our GRCA Code of Ethics, providing specifics on expectations for care of our dogs, breeding standards, use contracts, taking back dogs bred. See http://www.bmdca.org/club/pdf/BERNESE_MOUNTAIN_DOG_CLUB_OF_A_MERICA_CODE_OF_CONDUCT.pdf This is a Code of Conduct I could totally get behind. This kind of Code of Conduct would bring credibility to our puppy referral page and our club. But if we are just going to strip it down to "let's treat each other nicely and not slander each other on social media," I don't see what the point is.

My suggestions for the revision of this document:

- 1) Given the low likelihood that we can agree to a worthwhile document tracking all of the points in the GRCA Code of Ethics, scrap the Code of Conduct altogether and, if the main concern is use of our FB page, just agree on a FB policy.
- 2) Draw up a Code of Conduct that provides specific examples of appropriate behavior as to each item in the GRCA Code of Ethics.

