

Code of Civility

Eckley Miners' Village Associates

The Eckley Miners' Village Associates (EMVA) is a nonprofit corporation whose mission is to support the operations of Eckley Miners' Village as defined and outlined in its annual agreement and umbrella agreement with the Pennsylvania Historical and Museum Commission (PHMC). The PHMC is the owner and operator of the site and has ultimate responsibility for all operations, interpretation, and visitor experiences. The board of the EMVA is responsible for governance of the association including fiduciary accountability, and for the creation and enforcement of policies to ensure the EMVA is complying with state and federal laws governing nonprofit corporations and the codes and standards of proper operations determined by the PHMC.

The hallmark of an effective system of governance is the adherence to standards of professional responsibility and civility. The conduct of board members with responsibility over the governance of a nonprofit corporation entrusted by the Commonwealth and citizens of the Commonwealth of Pennsylvania to support operations at a PHMC site should be characterized at all times by professional integrity and personal courtesy in the fullest sense of those terms. Integrity and courtesy are indispensable to the effective administration of an organization. Uncivil or obstructive conduct impedes the fundamental goal of ensuring that decisions are made in the best interest of the nonprofit corporation and the commonwealth and its citizens. Disagreements in direction and function should at all times be handled in a rational, peaceful and efficient manner.

1. The board president must maintain control of meetings and all administrative and programmatic proceedings licensed to the association through its annual agreement and umbrella agreement with the PHMC. The board president has an obligation to ensure that all proceedings are conducted in a civil manner and that all engaged parties to the proceedings are treated with courtesy and respect.
2. The board president and each board member shall show respect, courtesy and patience to other board members, volunteers, association staff members, PHMC staff members, and any person or party engaged in activities at the site by treating all with courtesy and civility.
3. The board president shall ensure that disputed issues of the association are resolved in a prompt and efficient manner and that all parties are given fair and equal time to articulate their position and that parties articulating and considering the disputed issues maintain civility, respect, and courtesy to each and every individual engaged in the proceeding.
4. The board president and each board member shall speak and write in a civil and respectful manner in all communications with each other, volunteers, association staff members, PHMC staff members, and any person or party engaged in activities at Eckley.
5. The board president and each board member shall not employ hostile or demeaning words in written or oral communications to or regarding other board members, volunteers, association staff members, PHMC staff members, and any person or party engaged in activities at Eckley.
6. The board president and each and every board member shall abstain from making disparaging personal remarks or engaging in acrimonious speech or conduct toward each other, volunteers, association staff members, PHMC staff members, and any person or party engaged in activities at Eckley.

7. The board president and each and every board member shall not make unfounded accusations of impropriety or personal attacks upon each other, volunteers, association staff members, PHMC staff members, and any person or party engaged in activities at Eckley.

8. The board president and each and every board member shall refrain from acting upon or manifesting racial, gender, ethnic, geographical, or other bias or prejudice toward any participant in association proceedings.

9. The board president and each and every board member shall not engage in any conduct that diminishes the integrity, mission, or performance of the association.

10. The board president and each and every board member shall not misrepresent, mischaracterize, misquote or miscite facts in any oral or written communication.

11. The board president and each and every board member shall understand that the PHMC staff has operational and interpretive duties and responsibilities not associated with the association and that PHMC staff make decisions in the best interest of the commonwealth and the site based on professional standards, training, and guidelines. The decisions and actions of the PHMC staff shall be respected and they shall be treated with courtesy and respect at all times.

12. Violations of this code of civility or the ethics policy may result in disciplinary action including dismissal from the board. Claims of violations may be made by three board members in consultation with the PHMC.