

BLACK LUXURY AGENT COLLECTIVE

Code Of Conduct Agreement

CORE ETHICAL STANDARDS

BLAC (Black Luxury Agent Coalition) members are expected to:

1. Respect and uphold public laws that govern one's work;
2. Be honest in conducting business;
3. Respect the confidentiality of information gained through one's work;
4. Champion Diversity, Equity, and Inclusion;
5. Act fairly;
6. Foster an ethical culture through one's work; and
7. Take responsibility for one's conduct.

BLAC Standards of Conduct

Clients look to BLAC members for their insight, knowledge, and guidance. With this role comes a great responsibility to serve clients, customers, and the public with integrity. To fulfill this responsibility, BLAC members are committed to ethical standards that promote the goal of driving wealth among the clients and communities we serve. To join BLAC is to commit to work in accordance with its ethical standards and to encourage the development and implementation of ethical standards within the profession.

The Standards of Conduct embody aspirational ethical standards that individuals strive to uphold as BLAC members. Although adherence to the aspirational ethical standards is not easily measured, conducting themselves in accordance with these ethical standards is an expectation that members have of themselves as professionals. Among the aspirational ethical concepts with these Standards of Conduct are those of **respect; responsibility; justice and fairness; and honesty.**

Respect demonstrates a high regard for oneself, colleagues, others, and the resources entrusted to them. Those resources may include people, money, reputation, the safety of others, and natural or environmental resources. An environment of respect engenders trust, confidence, and performance excellence by fostering cooperation – an environment where diverse perspectives, identities, and views are encouraged and valued.

Responsibility is taking ownership for the decisions one makes or fails to make, the actions one takes or fails to take, and the consequences that result. Acting responsibly includes being self-aware and mindful of one's impact on others. Promoting responsibility fosters an ethical culture through one's work.

Justice refers to equitable treatment and access and requires fairness. Fairness is demonstrating impartiality and objectivity when making decisions and taking actions. The terms "justice" and "fairness" are often used interchangeably. Justice is at a systemic level whereas fairness deals with making judgments that are concrete and specific to a particular situation. Justice and Fairness demand a genuine respect for both people and perspectives.

Honesty is acting in a truthful, non-deceptive manner in one's communications, conduct, and business activities. BLAC members seeking to become representative of a seller, buyer, lessor, or tenant shall not mislead savings or benefits that might be realized through the member's services.

BLAC Process for Misconduct

If a complaint or evidence is brought forth of a member of BLAC who departs from this Code of Conduct and Core Ethical Standards, a task force of BLAC members assigned by the Board President will investigate the misconduct and issue probation or termination of the membership based on the severity of the misconduct. The task force will be kept anonymous and disciplinary action will be based on a 2/3 majority vote.