

## NAR LEADERSHIP PLEDGE

I understand that as a current or incoming member of the National Association of REALTORS® Leadership Team, Executive Committee, Committee, Council or Advisory Board Chair or Vice Chair (each a “Leader,” or collectively “Leaders”), I am responsible for representing the best interests of America’s largest trade association, which is dedicated to preserving, protecting, and advancing the right to real property for all. I understand my actions and words are not just my own, but are an important reflection on the greater NAR brand, our members, and our industry. I accept and agree that I must abide by the highest ethics, behaviors, and standards to steward and protect the reputation of NAR and REALTORS®.

I accordingly pledge:

- To be a constant advocate for NAR, our members, and all we do to champion home buyers, sellers, and the communities in which we work.
- To always be truthful and respectful in what I say and represent about NAR.
- To avoid making any public statements that are contrary to NAR’s objectives or that may reflect badly upon NAR.
- To maintain the confidentiality of all non-public NAR correspondence, deliberations, discussions, and any other non-public information in accordance with my fiduciary duties to NAR.
- To promote membership in NAR and active participation among all members.
- To advance a welcoming and inclusive environment in all facets of my personal and professional life, free from abusive behavior as set forth in NAR’s Member Code of Conduct, including but not limited to lying, bullying, discrimination, harassment, sexual harassment, and retaliation.
- To always be respectful and truthful in what I say and represent about other Leaders, NAR’s members and employees, and the third parties with whom I work or interact on behalf of NAR.
- To treat all Leaders, NAR members, NAR employees, and the third parties with whom I work or interact on behalf of NAR professionally, with dignity and respect, and in recognition of their roles as colleagues, leaders, experts, guides, suppliers, consultants, and business partners.
- To refrain from saying anything defamatory to or about other Leaders, NAR members, NAR employees, or the third parties with whom I work or interact on behalf of NAR.
- To address all concerns regarding Leaders, NAR members, NAR employees, or the third parties with whom I work or interact on behalf of NAR, directly with NAR’s Chief Executive Officer, Chief Legal Officer, or General Counsel, or an appropriate Group Leader of NAR.
- To abide by all NAR policies applicable to members and Leaders.

I understand that everything I say and do as a volunteer leader of NAR represents NAR and our members. I will always strive to model the very best in who REALTORS® are and to communicate and behave at all times—within and outside of NAR settings—with professionalism and respect.

If I ever fail to meet these commitments, I acknowledge and accept that other Leaders are obligated to promptly report such failure or violation of this Leadership Pledge to the Member Accountability Committee, the NAR Chief Legal Officer, General Counsel, or Chief Executive Officer. Any reports received by the NAR Chief Legal Officer, General Counsel, or Chief Executive Officer will be referred to the Member Accountability Committee. Failure to comply with this Leadership Pledge will be investigated by the Member Accountability Committee's independent investigator, and if it is determined that the investigation substantiates that a violation of this Pledge has occurred, the Member Accountability Committee's independent investigator will report their findings to and make recommendations regarding any disciplinary action to the Member Accountability Committee. Any disciplinary actions will be communicated to the NAR Chief Legal Officer, General Counsel, Senior Vice President of Talent Development Resources, or Chief Executive Officer and Leadership Team, or others as necessary to implement any disciplinary action. Disciplinary action may include, but is not limited to, a written apology, suspension from NAR-related travel and speaking engagements, suspension from attendance at NAR events, referral of a request for removal of an officer to the Credentials and Campaign Rules Committee, or any other action deemed appropriate.

Signed,

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Name & Leadership Title

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Date