

**All Central States Fair / Black Hills Stockshow Rodeo Queen Pageants:
Code of Conduct**

This code of conduct has hereby been designed to set the tone for the ethical character of the Central States Fair & Black Hills Stock Show Rodeo Queen Pageants! Following are the guidelines that are to be followed at all times to reduce conflicts of interest and to keep our pageants representing the ethical character of our organization.

Our core values will help to maintain the integrity of this operation and help define it and keep it operating with highest regards.

BE AWARE:

Anyone who works on the Rodeo Queen Committees reflects our "Brand"!

One is to always conduct ones self honestly & ethically, uphold the values setforth and to protect the pageant's reputations and that of the Central States Fair and the Black Hills Stock Show. All volunteers of the rodeo queen pageants, need to share in our commitment to integrity by following the principles we have set when providing goods and services for the pageants and/or acting on the behalf of the Miss Ranges Days Pageant and/or the Miss Black Hills Stock Show Pageant.

As a condition of working with us, must comply with our Rodeo Queen Pageant Code of Business Conduct and our Supplier Guiding Principles. Nothing in this Code is intended to limit or interfere with your rights under the law. While we expect you to follow this Code, we also recognize your rights as a volunteer. For example, you have the right to speak publically about matters of public concern or to participate in certain activities related to Rodeo Queen Pageants. We value you as a volunteer and without the help of volunteers our organization would not be what it is today!

The bottom line is that we don't want anything done that will harm these pageant's reputations.

It is the decision of the Central States Fair, that in order to maintain integrity and keep with ethical character we have chosen to have an over-all Pageant Supervisor. This Pageant Supervisor will be appointed by the Central States Fair Manager, and will operate under the advisement of the CSF Manager & the CSF Board. This Supervisor will be responsible for checking in with current Pageant Coordinators of the Miss Range Days & Miss Black Hills Stock Show. The Supervisor is there to help guide and maintain that the pageants are held in standard to the ethical code set forth.