

## UWWV Code of Ethics Policy

United Way of the Wabash Valley is a volunteer-driven organization whose mission is to work with and for our community to create lasting solutions to our greatest challenges. We bring together individuals, businesses, government and nonprofit organizations in the Wabash Valley to improve lives and strengthen our community.

### OUR ETHICAL STANDARDS

We recognize our responsibility to the community and people we serve. We value those relationships and believe that United Way of the Wabash Valley and its representatives must act in ways that honor the trust those communities have placed in us. We pledge to adhere to a Code of Ethics that is based on the ethical standards of integrity, accountability, confidentiality, diversity, fairness and respect. **THESE STANDARDS ARE APPLICABLE TO OUR BOARD, EMPLOYEES, AND VOLUNTEERS.**

1. We set an example, as a leading nonprofit organization, for the highest standards of professionalism by ensuring truth, fairness and objectivity in all activities.
2. We, and our community partners, are jointly accountable to our community for the realization of our mission.
3. We advocate and promote diversity and inclusion among our staff and volunteers and among staff and volunteers of community partners. We treat all people respectfully, in all aspects of our activities and services, without regard to race, ethnicity, religion, age, gender, national origin, ancestry, socioeconomic status, sexual orientation or status as a disabled individual. See our public *Diversity & Inclusion* Policy Statement for more details.
4. We act with personal and professional integrity seeking accuracy and timeliness in our communications.
5. We understand that the most responsive contributors are those who have the opportunity to become informed and involved. We therefore promote voluntary giving in dealing with donors and vendors, and refrain from any use of coercion in fundraising activities by ourselves and our community partners.
6. We make full and fair disclosure of all relevant financial information to our communities, who have a right to know how their donations are spent. We invest those contributions wisely, efficiently and objectively, through a fair and objective process conducted primarily by donor-volunteers to meet critical local needs.
7. We are a transparent organization, striving to keep administrative costs at optimum levels to deliver on our mission through responsible spending practices and internal controls.

**United Way of the Wabash Valley**  
**POLICY STATEMENT**

8. We maintain accurate financial records and report our independently audited financial statements in an accurate and timely manner. Our financial documents are made easily accessible to the general public.
9. We support full disclosure of all potential and actual conflicts of interest. See our public *Conflict of Interest* Policy Statement for more details
10. In accordance with our written conflict of interest policy we prohibit employees and volunteers from using proprietary information for their personal gain or for the personal gain or advantage of another.
11. We comply with all laws and regulations affecting the organization and monitor and enforce all policies and procedures.
12. We honor the privacy rights of all people, including co-workers, donors, volunteers, service providers and service recipients. See our public *Donor Privacy* Policy Statement for more details.
13. We involve volunteers at appropriate levels of decision-making.
14. We do not endorse political candidates, parties or partisan policies on behalf of United Way of the Wabash Valley.
15. We recognize the autonomy of our community partners and promote cooperation and collaboration to efficiently and effectively address community problems.
16. We promote professional excellence and fair treatment of employees who exhibit respect for co-workers and all those we come in contact with. We strive for a work environment conducive to personal and professional growth.

We will review this Code of Ethics annually and ensure that we adhere to the code when making policy decisions or otherwise managing the affairs of the organization.

WE ENCOURAGE REPORTING OF BREACHES OF THIS CODE AND PROTECT THOSE WHO REPORT THEM. For specific information, see our public *Whistleblower* Policy Statement. Reports can be made to the Executive Director, Chair of the Personnel Committee or Board President as appropriate. Those contacts are as follows:

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*Reviewed and Approved by the Board of Directors – June 28, 2018*