

YWCA of Central Virginia Code of Ethics

The YWCA of Central Virginia's Code of Ethics contains broad principles reflecting the types of behavior expected towards constituents, donors, employees, peers and the public.

This policy is not intended as a stand-alone policy, rather, it is one element of a broader effort to create and maintain a quality organization that gives ethical conduct the highest priority.

This policy calls for board members, committee members and staff to:

- ◆ Listen to those we serve and make all appropriate and reasonable efforts to satisfy their needs and concerns within the scope of our mission and resources, strive for excellence and innovation and demonstrate professional respect and responsiveness to constituents, donors and others.
- ◆ Visibly contribute to an organizational culture that focuses on expressing truths, honesty and respect.
- ◆ Act at all times in accordance with the highest ethical standards, governing documents and policies of the YWCA, and in the best interest of our YWCA, and YWCA USA, members, constituents, clients, donors and, our positive reputation.
- ◆ Ensure transparency in operations while respecting the confidentiality of sensitive information about the YWCA, members, constituents, donors, board and employees.
- ◆ Honor our commitments and promises.
- ◆ Provide credible and effective oversight to the organization's work without personal bias.
- ◆ Not accept commissions, gifts, payments, loans, promises of future benefits or other items of value from anyone who seeks some benefit from the YWCA in return or whose business or actions are in conflict with the YWCA mission.
- ◆ Stay accountable for adhering to this Code of Ethics, Conflict of Interest Policy, and Whistleblower Policy