



## Code of Ethics

Employees of RCPCCH are expected to adhere to the following code of ethics:

- I will evidence a genuine interest in all people served and do hereby dedicate myself to their best interests and to help them help themselves.
- I will maintain a professional attitude which respects privacy and upholds confidentiality towards individuals served, colleagues, and co-workers.
- I will extend respect and cooperation to colleagues of all professions.
- I will have a total commitment to provide the highest quality service to those who seek professional assistance from me.
- I will continually assess my personal strengths, limitations, biases, and effectiveness.
- I will strive to become and remain proficient in professional practice and the performance of professional functions.
- I will not advise on problems outside the bounds of my competence.
- I will not discriminate against or refuse services to anyone based on race, color, religion, national origin, ancestry, ethnicity, immigration status, age, gender identity/expression, marital status, sexual preference/orientation, pregnancy, medical condition, disability, veteran', or military status, or any other protected characteristic under the law.
- I will respect the rights and views of my co-workers and treat them with fairness, courtesy, respect and good faith.
- I will not engage in or condone any form of harassment or discrimination and will not perpetrate acts of family violence, sexual assault and/or child abuse.
- I will act in accordance with standards of professional integrity.

Each employee agrees, as a condition of employment, that they will comply with the above code of ethics and the business ethics outlined in Section 5: General Standards of Conduct found in this Employee Handbook

### 5-1. General Conduct

Our employees are expected to be responsible, law-abiding adults. The following are required of RCPCCH employees:

- Respect for co-workers, volunteers, and those who are served.
- Respect and adherence to the law.
- Truth and integrity in words and action.
- Adherence to the policies and procedures of RCPCCH.
- Loyalty to the organization.
- Strong work ethic.

In addition, employees are required to inform her/his direct supervisor if s/he has been convicted of any crime during her or his employment at RCPCCH.