

Big Brothers Big Sisters - Sample Code of Ethics

Big Brothers Big Sisters' mission is to help children reach their potential through professionally supported one to one relationships with measurable impact. BBBS board and staff are committed to the highest ethical standards in our practices and behaviors, as we work to serve many more children who could benefit from having a mentor in their lives. As stewards of BBBS, we are held accountable to the public trust for ethical use of every dollar donated and for the trust of every volunteer. Both are critical to the sustainability of our mission and to maintaining our national leadership in youth mentoring.

In the pursuit of excellence, we abide by the highest standards of performance and act in an ethical manner reflecting our values. BBBS core values of **integrity, transparency, accountability, respect and responsibility** are the hallmarks of our organization. These values are the basis of our Code of Conduct and commitment to act above reproach in all that we do on behalf of BBBS.

BBBS Code of Conduct

All board and staff will act in the best interest of BBBS; place the organization above other interests, financial or otherwise; and disclose any actual or perceived conflict of interest. All board and staff will be responsible stewards of BBBS, our mission, reputation and resources by:

- Being open, honest and accountable to colleagues, volunteers, donors and all others involved with BBBS;
- Taking responsibility for all actions, and care in all dealings as representatives of BBBS;
- Acting in good faith, proactively promoting ethical behavior, fairness, and equity;
- Exercising best governance and financial management practices and procedures;
- Providing a work environment that values diversity and inclusion among our volunteers, and employees regardless of race, color, religion, gender, national origin, sexual orientation, marital status, age, veteran status, or disability;
- Abiding by the by-laws and policies of BBBS;
- Protecting and ensuring the responsible, proper and prudent use of BBBS resources;
- Respecting the confidentiality of BBBS personnel, financial and proprietary information.

Reporting Ethics Violations

BBBS has developed policies and procedures for board members and staff to report suspected violations of our Code of Ethics including confidential, anonymous reporting to a third-party.