

## **Code of Ethics**

November 9, 2015

Phi Theta Kappa is committed to the highest ethical standards, efficient stewardship of resources, and compliance with all applicable federal, state, and local laws and regulations. Phi Theta Kappa has developed this Code of Ethics to promote these important objectives. Phi Theta Kappa's Code of Ethics shall apply in all Organizational operations and to all employees and constituents<sup>1</sup> of Phi Theta Kappa, regardless of rank or position.

These values serve as the permanent foundation upon which Phi Theta Kappa operates.

When engaged in activities or conduct associated with Phi Theta Kappa programs or business operations, all Phi Theta Kappa employees and constituents must endeavor to:

- Promote the best interests of Phi Theta Kappa.
- Preserve the public's trust, respect, and confidence in Phi Theta Kappa.
- Exhibit personal integrity, honesty, and responsibility in all actions.
- Provide an environment of mutual respect, impartiality, and collaboration, free from harassment and discrimination of any kind.
- Maintain confidentiality in all matters deemed confidential.
- Assure independence of judgment free from conflicting interests.
- Ensure that relationships that constitute or could be perceived as conflicts of interest are fully and properly disclosed and that Phi Theta Kappa policies and procedures are followed.
- Comply with the policies and procedures of Phi Theta Kappa and applicable federal, state, and local laws and regulations.
- Demonstrate appropriate and efficient stewardship of Phi Theta Kappa property and resources.

Where appropriate, Phi Theta Kappa will review and address any reported violation of this Code of Ethics determined to have occurred.

The Executive Director and CEO shall establish procedures necessary to implement this policy.

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<sup>1</sup> Constituents shall be defined as anyone who volunteers or participates in Phi Theta Kappa activities. These persons can include, but are not limited to, Members (prospective or active), Alumni, Advisors, Regional Coordinators and International Officers.