



**FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

ETHICS POLICY

It is the policy of the YMCA of the Virginia Peninsulas, hereafter referred to as "Association" that its employees, volunteers and board members uphold the highest standards of ethical and professional behavior. To that end, employees, volunteers and board members shall dedicate themselves to carrying out the mission of this Association and shall:

- 1) Hold paramount the safety, health and welfare of the public in the performance of professional duties.
- 2) Act in such a manner as to uphold and enhance personal and professional honor, integrity, dignity and excellence of this Association.
- 3) Treat with respect and consideration all persons, regardless of race, sex, religion, color, national origin, age, military or veteran status, disability or protected class or activity.
- 4) Engage in carrying out the Association's mission with the utmost integrity and professionalism.
- 5) Collaborate with and support other professionals in carrying out the Association's mission.
- 6) Build professional and excellent reputations on the merit of services and refrain from competing unfairly with others.
- 7) Accept as a personal duty the responsibility to keep up to date on emerging issues and to conduct themselves with professional competence, fairness, impartiality, efficiency, and effectiveness.
- 8) Respect the structure and responsibilities of the Board of Directors, provide them with facts and advice as a basis for their making policy decisions, and uphold and implement policies adopted by the Board of Directors.
- 9) Conduct Association and operational duties with positive leadership exemplified by open communication, creativity, dedication, and compassion.
- 10) Exercise any discretionary authority in accord with all governing law to carry out the mission of the Association.
- 11) Serve with compassion, honesty, respect and responsibility in carrying out the mission of the Association.
- 12) Demonstrate the highest standards of personal integrity, truthfulness, honesty, and fortitude in all activities in order to inspire confidence and trust in such activities.
- 13) Avoid any interest or activity that is in conflict with the conduct of their official duties or presents the appearance of an impropriety or conflict.
- 14) Respect, protect and do not disclose privileged information to which they have access in the course of their official duties.
- 15) Strive for personal and professional excellence and encourage the professional development of others.