



Standards of Conduct

1. **Mission:** ChildServe and its partners are responsible to ensure and advance the mission.
2. **Organizational Values:** ChildServe's Standards of Conduct are founded on its five organizational values of Care, Integrity, Trust, Excellence, and Partnership.
3. **Governance:** ChildServe's Parent Board of Directors is the governing authority providing strategic direction and oversight.
4. **Compliance:** ChildServe follows all laws, regulations, and standards, which set the minimum expectations of performance.
5. **Stewardship:** ChildServe manages its funds, property, and other resources to advance the mission.
6. **Openness & Disclosure:** ChildServe operates in an open and transparent manner demonstrating integrity in its partnerships with families, staff, and other stakeholders.
7. **Quality & Continuous Improvement:** ChildServe is committed to continuous improvement to improve quality and safety.
8. **Inclusiveness & Diversity:** ChildServe is committed to inclusiveness and diversity in its staff, board, and volunteers.
9. **Partnerships & Relationships:** ChildServe will demonstrate conflict-free relationships and associations and understands that even the appearance of a conflict of interest is cause for concern.
10. **Fundraising:** ChildServe's fundraising activities are to further the purposes of the organization. ChildServe will protect its donors and supporters by adhering to the Donor Bill of Rights. ChildServe staff should fundraise at work only for approved purposes.
11. **Violations of the Standard of Conduct:** ChildServe demonstrates its commitment to these standards of conduct through its policies and actions. ChildServe assures safe, confidential means whereby people may register concerns with potential violations of these standards of conduct.