

CODE OF ETHICS

United Way of Hardin County (UWHC) is committed to the highest ethical standards. The success of our United Way depends upon the ethical conduct of everyone affiliated with UWHC. This Code establishes key guidelines to assist UWHC volunteers and staff in making good decisions that are ethical and in accordance with applicable legal requirements.

1. Personal and Professional Integrity

Strive to meet the highest standard of performance, quality, service and achievement in working towards the UWHC mission.

Communicate honestly and openly and avoid misrepresentation.

Promote a working environment where honesty, open communication and minority opinions are valued.

Exhibit respect and fairness toward all those with whom we come into contact.

2. Accountability

Promote good stewardship of UWHC resources that are used to pay operating expenses, salaries and employee benefits.

Observe and comply with all laws and regulations affecting UWHC.

3. Solicitations and Voluntary Giving

Promote voluntary giving in dealing with donors.

Refrain from any use of coercion in fundraising activities.

4. Diversity and Equal Opportunity

Value, champion, and embrace diversity in all aspects of UWHC activities. UWHC respects others without regard to race, religion, color, sex, age, handicap, national origin or ancestry.

5. Conflicts of Interest

UWHC staff:

Avoid any activity or outside interest which conflicts or appears to conflict with the best interests of UWHC, including involvement with a current or potential UWHC vendor, grantee, or competing organization unless disclosed to and not deemed to be inappropriate by the UWHC Board of Directors.

UWHC volunteers:

Should not knowingly take any action, or make any statement, intended to influence the conduct of UWHC in such a way to confer any financial benefit to themselves, their immediate family members or any organization in which they or their immediate family members have a significant interest as stakeholders, directors or officers.

Disclose all known conflicts or potential conflicts of interest in any manner before the Board of Directors, if they are Board members, or any committee upon which they serve.

6. Confidentially

Ensure that all information, which is confidential, privileged or nonpublic, is not disclosed inappropriately.

Volunteers and staff are encouraged to seek guidance from the Board of Directors concerning the interpretation or application of this Code of Ethics. Any known or possible breaches of the Code of Ethics should be disclosed to the Board of Directors for investigation to a prompt and fair resolution.