

Code of Ethics

Policy 1501

Status: In Force

Approved by BOD: January 2015

Purpose

Given its mission, **Blue Ridge Pride Center, Inc.** (the “Organization”) has adopted a code of ethics to guide its **Board Members, committee members** and **staff** in their conduct when acting on behalf of **BRPC**. The Code contains broad principles reflecting the types of behavior **BRPC** expects towards **constituents, donors, employees, peers** and the public.

This policy is not intended as a stand-alone policy. It does not embody the totality of **BRPC’s** ethical standards, nor does it answer every ethical question or issue that might arise. Rather, it is one element of a broader effort to create and maintain a quality organization that gives ethical conduct the highest priority. This Code will be reviewed periodically.

Board Members, committee members and staff should:

- Listen to our stakeholders and make all reasonable efforts to satisfy their needs and concerns within the scope of our mission, and to strive for excellence and innovation and demonstrate professional respect and responsiveness to **constituents, donors, and others**.
- Try to understand, respect, and support our **constituents** from other cultures, exemplified by the contributions of our **staff** and executive leadership, and to contribute to an organizational culture that respects the diverse, individual contributions of **staff** and leadership.
- Respect the confidentiality of sensitive information about **BRPC**, its **members, constituents, donors, board, and employees**.
- Comply with applicable federal, state, and local laws, regulations, and fiduciary responsibilities to create transparency in all our operations.
- For the **Board of Directors**, provide credible and effective oversight to **BRPC’s** work without personal bias.
- Not accept commissions, gifts, payments, loans, promises of future benefits or other items of value from anyone who has or may seek some benefit from **BRPC** in return, other than occasional gifts of nominal value that are in keeping with good business ethics.
- Abide by the governing documents and policies of **BRPC**.
- Be accountable for adhering to this Code of Ethics.
- Implement and follow a Conflict-of-Interest Policy.
- Implement and follow a Whistleblower Policy.
- Act always in accordance with the highest ethical standards and in the best interest of **BRPC**, its **members, constituents, donors, and reputation**.
- Openly and honestly tell the truth.
- Honor our commitments and promises to the best of our abilities.
- Appropriately acknowledge contributions from other individuals and organizations who help facilitate our goals.
- Not be deceptive in our fundraising activities.
- Advocate for all LGBT organizations - being respectful to everyone.
- Not lobby with the intent to influence individual candidates.

Compliance, Monitoring and Reporting

BRPC’s management is responsible for communicating this Code of Ethics to all **members** of the **Board of Directors**, standing committee **members**, as well as **staff, staff interns** and **staff volunteers** and for always ensuring its adherence.

Adopted by Board of Directors – January 2015.