



Last approved by Board on June 11, 2019

The Guild for Human Services, Inc. Ethical Practices Policy

The Board of Trustees is committed to The Guild's mission: educate, encourage and empower individuals with intellectual disabilities so they may achieve their full potential to lead high-quality lives and participate meaningfully in society.

We operate through our Code of Ethics:

- Respect for the students, adults, employees and stakeholders with whom we work and serve
- Integrity in our actions
- Responsibility for our decisions and their consequences.

We are committed to the following:

- Acting honestly, truthfully and with integrity in all our transactions and dealings.
- Avoiding conflicts of interest.
- Appropriately handling actual or apparent conflicts of interest in our relationships.
- Treating every individual whom we serve with dignity and respect.
- Treating our employees with respect, fairness and good faith and providing conditions of employment that safeguard their rights and welfare.
- Being good corporate citizens, complying with both the spirit and the letter of the law.
- Acting responsibly toward the community and the population whom we serve, for the benefit of both.
- Being responsible, transparent, and accountable for all of our actions.
- Improving the accountability, transparency, ethical conduct, and effectiveness of The Guild for Human Services.

Board Member Signature

Date