

Mariposa Community Foundation Code of Ethics

Core Principle

As volunteers, we are responsible for adding value to the Mariposa Community Foundation and contributing to the ethical success of this organization. We accept responsibility for our individual decisions and actions. We are also advocates for the Foundation by engaging in activities that enhance its credibility and value.

Intent

- To build respect, credibility and strategic importance for the Mariposa Community Foundation within our organizations, the business community, and the communities in which we work.
- To assist the Mariposa Community Foundation in achieving its objectives and goals.
- To inform and educate current and future volunteers, future employees principles and practices that help the community foundations.
- To positively influence recruitment practices and future hiring practices.
- To encourage professional decision-making and responsibility.
- To encourage social responsibility.

Guidelines

1. Adhere to the highest standards of ethical and professional behavior.
2. Measure the effectiveness of our programs in contributing to or achieving organizational goals.
3. Comply with the law.
4. Work consistently with the values of community foundations.
5. Strive to achieve the highest levels of service, performance and social responsibility.
6. Advocate openly and within the established forums for debate in order to influence decision-making and results.

PROFESSIONAL DEVELOPMENT

Core Principle

As volunteers and professionals we strive to meet the highest standards of competence and commit to strengthen our competencies on a continuous basis.

Intent

- To expand our knowledge of our community and the ability of community foundations contribute to a healthy community while building philanthropy.
- To further our understanding of how our organization functions.
- *To advance our understanding of how organizations work ("the business of the business"). Keep?*

We are committed to serving our local community and to encouraging philanthropy, enriching all our lives. 22 June, 2014

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Guidelines

1. Commit to continuous learning, skills development and application of new knowledge related to both human resource management and the organization.
2. Contribute to the body of knowledge, the evolution of community foundations and philanthropy through teaching, research and dissemination of knowledge.
3. Pursue certification where available, or comparable measures of competencies and knowledge.

ETHICAL LEADERSHIP

Core Principle

Community Foundations serve as a role model for maintaining the highest standards of ethical conduct.

Intent

- To set the standard and be an example for others.
- To earn individual respect and increase the credibility of the Mariposa Community Foundation.

Guidelines

1. Be ethical; act ethically in every interaction.
2. Question pending individual and group actions when necessary to ensure that decisions are ethical and are implemented in an ethical manner.
3. Seek expert guidance if ever in doubt about the ethical propriety of a situation.
4. Through teaching and mentoring, champion the development of others as ethical leaders serving as volunteers in local organizations.

FAIRNESS AND JUSTICE

Core Principle

As a community foundation, the Mariposa Community Foundation is ethically responsible for promoting and fostering fairness and justice for organizations with which it works.

Intent

To create and sustain an environment that encourages all individuals and partnering organizations to reach their full potential in a positive and productive manner.

Guidelines

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1. Respect the uniqueness and intrinsic worth of every individual.
2. Treat people with dignity, respect and compassion to foster a trusting work environment free of harassment, intimidation, and unlawful discrimination.

CONFLICTS OF INTEREST

Core Principle

As a community foundation, the Mariposa Community Foundation maintains a high level of trust with our stakeholders. We must protect the interests of our stakeholders as well as our organization's integrity and avoid engaging in activities that create actual, apparent, or potential conflicts of interest.

Intent

To avoid activities that are, or may appear to be in conflict with any of the provisions of this Code of Ethical Standards or with one's responsibilities and duties as a member of the board of directors of the Mariposa Community Foundation.

Guidelines

1. Adhere to our published policies on conflicts of interest within our organization.
2. Prioritize our obligations to identify conflicts of interest or the appearance thereof; when conflicts arise, disclose them to relevant stakeholders.

USE OF INFORMATION

Core Principle

The Mariposa Community Foundations considers and protects the rights of organizations and individuals, especially in the acquisition and dissemination of information while ensuring truthful communications and facilitating informed decision-making.

Intent

To build trust among all organization constituents and stakeholders by maximizing the open exchange of information, while eliminating anxieties about inappropriate and/or inaccurate acquisition and sharing of information

Guidelines

1. Acquire and disseminate information through ethical and responsible means.
2. Safeguard restricted or confidential information.

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