**Our Code of Ethics**

*Respect for the communities we work with and serve. Integrity in our actions. Responsibility for our*

*decisions and their consequences.*

We are committed to:

* 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 everyone we work with fairly;
* Treating every individual 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 a good corporate citizen and complying with both the spirit and the letter of the law;
* Acting responsibly toward the communities in which we work and for the benefit of the communities that we serve;
* Being responsible, transparent and accountable for all of our actions; and
* Improving the accountability, transparency, ethical conduct and effectiveness of the nonprofit field.

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