

United Way of Southern Chester County (UWSCC) Ethics Policy

Date of Board Approval: 3-24-21	Supersedes: 4-25-18		
Dates Reviewed by Policy Committee:	3-10-21		

It is the intent of UWSCC that its Board of Directors and staff maintain the highest ethical standards in their conduct of its affairs. The essence of this policy is that each Board Director and staff member will conduct the UWSCC’s business with integrity, in compliance with applicable laws, and in a manner that excludes consideration of personal advantage.

Any employee or board member who is aware of or suspects illegal activity, fraud or any other violation of ethical standards must report his or her concerns. Any other individual or organization who is aware of or suspects illegal activity, fraud, or any other violation of ethical standards is encouraged to report his or her concerns. Avenues of reporting include the CEO, President of the Board, or pursuant to the policies listed below.

- Business Travel and Entertainment Expense Reimbursement Policy
- Conflict of Interest Policy
- Gift Acceptance Policy
- Policy Prohibiting Loans to the Board of Directors, Staff, Independent Contractors, and Volunteers
- Whistleblower Policy

Every effort will be made to protect the identity of the individual or an individual may elect to report anonymously.

REPORTING COMPLAINTS OR CONCERNS: Any employee or other person who has complaints or concerns about questionable conduct is strongly encouraged to report such matters to the current President and/or current Treasurer of the Board of Directors. UWSCC has also implemented an online anonymous tip line to report possible ethics violations. It is www.fidiciasolutions.org and our organization ID is 876165.

REVIEW OF POLICY: This Policy will initially be reviewed and approved by the organization’s Board of Directors. Thereafter, the policy will be reviewed and updated by the Policy Committee at least every two years or as regulations and/or methods of operation change.