

## United Way of Southern Chester County (UWSCC) Ethics Policy

It is the intent of the United Way of Southern Chester County 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 individual who is aware of or suspects illegal activity, fraud or any other violation of the UWSCC's ethical standards must 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.

**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.