

# **Crazy by Chiari**

## **Code of Ethics Policy**

### **1. Purpose**

The purpose of this Code of Ethics is to establish and communicate the ethical principles and standards that govern the conduct of all individuals associated with **Crazy by Chiari**. This policy is designed to ensure that our organization maintains the highest level of integrity, accountability, and ethical behavior in all its activities.

### **2. Core Ethical Values**

**Crazy by Chiari** is committed to upholding the following core ethical values:

- a. Integrity:** We act honestly and transparently, keeping our promises and upholding the trust placed in us by our stakeholders.
- b. Accountability:** We take responsibility for our actions, decisions, and their consequences, and we are committed to ensuring that our resources are used efficiently and responsibly.
- c. Respect:** We treat all individuals with respect, dignity, and fairness, regardless of their background, identity, or beliefs.
- d. Transparency:** We are committed to open and honest communication, providing accurate information to our stakeholders.
- e. Stewardship:** We responsibly manage and protect the resources entrusted to us to fulfill our mission and serve our community.
- f. Compliance:** We adhere to all applicable laws and regulations and act in accordance with the highest ethical standards.

### **3. Compliance with Laws and Regulations**

All individuals associated with **Crazy by Chiari** must comply with all applicable local, state, and federal laws and regulations. Violations of laws or regulations will not be tolerated.

### **4. Conflicts of Interest**

Individuals associated with **Crazy by Chiari** must avoid conflicts of interest that could compromise the organization's integrity or mission. If a conflict of interest arises, it must be promptly disclosed and managed in accordance with our Conflict of Interest Policy.

### **5. Confidentiality**

We respect the privacy and confidentiality of sensitive information, including donor information, employee records, and organizational data. Individuals must not disclose confidential information without proper authorization.

### **6. Financial Responsibility**

All financial transactions must be conducted accurately and transparently. Funds and

assets must be used exclusively for the purposes outlined in our mission, and accurate financial records must be maintained and reported in accordance with applicable laws and regulations.

### **7. Whistleblower Protection**

**Crazy by Chiari** encourages individuals to report unethical behavior, fraud, or violations of this Code of Ethics. We have established procedures to protect whistleblowers from retaliation, and reports will be handled confidentially and impartially.

### **8. Reporting Violations**

Any individual who believes that a violation of this Code of Ethics has occurred should report it to [Linda Strobel – President] Reports will be investigated promptly and fairly, and appropriate corrective actions will be taken.

### **9. Enforcement**

Violation of this Code of Ethics may result in disciplinary action, including termination of employment or volunteer status, as well as legal action if applicable.

### **10. Review and Amendments**

This Code of Ethics will be reviewed periodically and amended as necessary to ensure its continued relevance and effectiveness. Any amendments will be communicated to all individuals associated with **Crazy by Chiari**

By accepting a role within **Crazy by Chiari** individuals acknowledge their commitment to upholding the principles and standards outlined in this Code of Ethics.

**Signature:** \_\_\_\_\_

**Crazy by Chiari**

Date of Policy Adoption: 1/15/25