



Travellers Rest Farm Sanctuary
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Code of Ethics

Policy approved by the Board of Directors on 6/30/2019

Preamble

As a matter of fundamental principle, the nonprofit and philanthropic community should adhere to the highest ethical standards. The public trust in charitable organizations is the foundation of their legitimacy and reputation. Donors and volunteers support charitable organizations because they trust them to carry out their missions, to be good stewards of their resources, and to uphold rigorous standards of conduct. Organizations are built upon people - Volunteers, Board Members, and Executive Leadership (“Members”). Travellers Rest Farm Sanctuary (TRFS) Members must continually demonstrate their ongoing commitment to the core values of the organization. Commitment to ethical and professional conduct is expected of everyone.

Professional Responsibilities

Organizational

- A. TRFS will provide comprehensive and timely information to the public, the media and all Members.
- B. TRFS will be responsive in a timely manner to reasonable requests for information.
- C. Information about TRFS will be fully and honestly reflected in its policies and practices.
- D. All financial information will be made publicly available upon request.
- E. All solicitation materials will accurately represent TRFS policies and practices.

Governance

- A. The Board of Directors (BOD) shall ensure that the Executive Leadership have the requisite skills and experience to carry out their duties.
- B. The Board of Directors shall ensure that the Executive Leadership shall maintain openness, honesty, and transparency in all its actions and shall communicate those actions clearly.

Members

- A. All Members will act with honesty, integrity, and openness in their dealings as representatives of TRFS.
- B. All Members will work to support the mission and purpose of TRFS.
- C. All Members will promote a working environment that values respect, fairness and integrity.
- D. All Members will treat everyone they deal with respectfully and courteously.
- E. Confidentiality shall be maintained at all times by all Members. Information obtained through any TRFS forum shall not be posted or discussed in any forum not expressly approved by the Board of Directors.

- F. All Members understand that any/all information collected on donors, sponsors, etc. is considered CONFIDENTIAL information and shall not be shared with any entity outside of TRFS.

Care of Equines

- A. All Members shall adhere to TRFS Minimum Standards of Care for their personally owned equines and equines placed in their care by TRFS.

Compliance with the Code of Ethics

Adherence to this code of ethics is largely a voluntary matter. The reputation of TRFS depends upon the conduct of its Members. Members should not only comply with the code themselves, they should encourage and support adherence by other Members. However, if a Member does not follow this code by engaging in gross misconduct, he or she will be subject to action taken in accordance with the TRFS discipline policy.

Revision of the Code

This code of ethics will be reviewed periodically and revised as the BOD sees a need.