

Conflict of Interest Policy

CODE OF PROFESSIONAL CONDUCT

In order to promote and maintain the highest standards of personal and professional conduct, each member of both the Board of Directors and the members of the Garden Club Federation of Pennsylvania will adhere to a Code of Professional Conduct and will pledge to:

- * Perform their duties with the highest degree of integrity and professional care in order to merit the respect of the beneficiaries of the programs and the general public.
- * Maintain the highest standard of personal integrity and conduct.
- * Exercise diligence, objectivity and honesty in professional activities.
- * Avoid any activity which is in conflict with their official duties and not realize undue personal gain from the performance of official duties.
- * Serve the general public with dedication, concern, courtesy and responsiveness.
- * Strive for professional excellence and encourage the professional development of their associates.
- * Maintain a respectful attitude toward employees, members and the general public.

WHISTLE BLOWER POLICY

If a GCFP member believes that fraud has been committed, financial or otherwise, by any GCFP member, vendor, or other business contact, the member should immediately report the incident to the president of GCFP. If the President is involved in the reported conduct, or, for some reason the member feels uncomfortable about making a report to the President, the member should report to the First Vice President. The organization will not retaliate, nor will it tolerate retaliation, against members who complain in good faith about perceived fraud within the organization. The GCFP board will investigate any such report as appropriate, and will take whatever corrective action is deemed necessary, including disciplining or discharging any individual who is believed to have committed the violation.