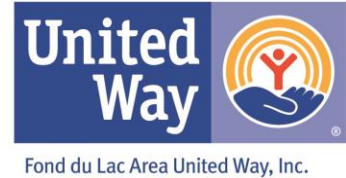


LIVE UNITED®



CODE OF ETHICS

Fond du Lac Area United Way is committed to the highest ethical standards. We have a special obligation to act ethically based on the unique trust placed on United Way to serve public good. The United Way Code of Ethics is based on our mission and guided by our fundamental values, integrity, impact, volunteerism inclusiveness, and leadership.

1. Personal and Professional Integrity

A personal commitment to integrity in all circumstances benefits each individual as the organization. We therefore:

- Strive to meet the highest standards of performance, quality, service, and achievement in working towards the United Way mission.
- Communicate honestly and openly and avoid misrepresentation.
- Promote a working environment where honesty, open communication and minority opinions are valued.
- Exhibit respect and fairness toward all those with whom we come into contact.
- Not engage in activities that harm the member's organization, clients, or profession.
- Not engage in activities that conflict with their fiduciary, ethical, and legal obligations to United Way.
- Effectively disclose all potential and actual conflicts of interest: such disclosure does not preclude or imply ethical impropriety.

2. Accountability

United Way is responsible to its stakeholders, which include partner agencies, donors, and others who have placed faith in United Way. To uphold this trust we:

- Promote stewardship of United Way resources, including donor contributions, grants, and other financial gifts that are used pay administrative costs and program allocations to the partner agencies.
- Refrain from using organization resources for non-United Way purposes.

3. Solicitations and Voluntary Giving

The most responsive contributors are those who have the opportunity to become informed and involved. We therefore:

- Promote voluntary giving in dealing with donors and vendors;
- Refrain from any use of coercion in fundraising activities.
- Ensure that donors' contributions are used in accordance with donors' intentions.
- Ensure that all solicitation materials are accurate and correctly reflect the United Way mission and use of solicited funds.
- Ensure that donors receive informed, accurate advice about the value and tax implications of potential gifts.

4. Diversity and Equal Opportunity

United Way is an equal opportunity employer and is committed to the principle of diversity. We therefore:

- Value, champion, and embrace diversity in all aspects of United Way activities and respect others without regard to race, color, religion, creed, age, sex, national origin or ancestry, martial status, veteran status, sexual orientation, or status as a qualified disabled or handicapped individual.
- Refuse or to engage or tolerate any form of discrimination or harassment.

5. Conflicts of Interest

To avoid conflict of interest or the appearance of a conflict of interest that could tarnish the reputation of United Way, e.g. a United Way board member must abstain from any vote if they also serve the interest of an agency applying for funding. We therefore:

- Should not knowingly take any action, or make any statement, intended to influence the conduct of United Way in such a way to confer any benefit on themselves, their immediate family members or any organization.
- Disclose all known conflicts or potential conflicts of interest in any matter before the Board, or any committee upon which they serve and withdraw from the meeting room during any discussion, review and voting in connection with such matter.
- Members of the Board shall annually file a disclosure of all known potential conflicts of interest

6. Confidentiality and Privacy

Confidentiality is a hallmark of professionalism. We therefore:

- Ensure that all information, which is confidential, privileged or nonpublic, is not disclosed inappropriately.
- Respect the privacy rights of all individuals in the performance of their United Way duties.

7. Disclosure of Relationships

Partner Agency organizations with which I have a relationship as of this date:

Signed _____ Date _____

Print Name _____

Please return signed copy to Amber Kilawee via email at akilawee@fdlunitedway.org