

Code of Conduct

I, _____, a Member of the Larimer County VOAD, affirm that:

1. *The Humanitarian Imperative is the First Priority of Larimer VOAD*

I recognize the right and privilege to offer humanitarian assistance, and the same for those who receive such, as a fundamental humanitarian principle which should be enjoyed by all. I will stand by my obligation to provide humanitarian assistance, in organized fashion, wherever it is needed. I recognize and uphold the prime motivation of the Larimer VOAD response to disaster as to alleviate human suffering among those least able to withstand the stress caused by such disaster. I recognize that when we give humanitarian aid, it is not a partisan, religious, or political act, and should not be viewed or construed as such.

2. *The Highest Degree of Professionalism, Ethics, and Respect is Paramount in the Larimer VOAD*

I will act in accordance with standards of professional integrity. I will make every effort to avoid conflicts of interest. I will consider the interests of all clients and animals served and do hereby dedicate myself to their best interests and to helping them, recognizing that in some cases their interests may not align to my personal beliefs. I will not intentionally defame, malign, libel, or attempt to demean the character and/or reputation of any person or organization. I will not engage in nor condone harassment, discrimination, or inappropriate behavior in any form. I will endeavor to maintain an environment of respect and cooperation within this organization, its partners, and all other individual and organization associations.

3. *The Aid Given and Aid Priorities Established are Without Discrimination and On a Needs Basis*

I uphold and will act in giving aid regardless of the race, creed, or nationality of the recipients, and without adverse distinction of any kind. I recognize that aid priorities are calculated on the basis of need alone, and wherever possible, the provision of which is based upon a thorough assessment of the needs of the disaster victims and the local capacities already in place to meet those needs, and will reflect considerations of proportionality. I recognize that provision of aid will reflect the degree of suffering it seeks to alleviate.

4. *The Accountability of Both Those Assisted and Those Providing Resources Will Be Transparent*

I recognize the Larimer VOAD is often in the position of an institutional link in the partnership between those who wish to assist and those who need assistance during disasters. I therefore hold myself accountable to both constituencies as a member of the Larimer VOAD, and further uphold that all dealings with donors and beneficiaries shall reflect an attitude of openness and transparency. I recognize the need to report on all assistance activities, both from a financial perspective as well as an effectiveness and efficiency perspective. I recognize and support the obligation of Larimer VOAD to ensure appropriate monitoring and impact assessments of aid distributions and of disaster assistance.

5. *The Sensitivity, Confidentiality, and Integrity of Information and Activity Within Larimer VOAD is Critical*

I, while in the service of and upon separation from Larimer VOAD, will legally and ethically maintain confidentiality of information received from clients, co-workers, individuals, and all related organizations. I will honor the trust of the public and my colleagues. I will refer inquiries for public and private information to the Larimer VOAD Chair. I will attend Larimer VOAD meetings regularly and keep informed of Larimer VOAD activities, always treating information received from such active participation with discretion and sensitivity, with the intended purposes in mind, and will promptly disclose any issues to this effect to the Larimer VOAD Chair as soon as possible.

HEREWITH, I, the undersigned, do hereby attest that I understand that violation of this Code of Conduct may be grounds for dismissal from membership in Larimer VOAD, and that I have an obligation to report immediately any suspected violation by others of this Code of Conduct to the Larimer VOAD Chair.

Larimer VOAD Member's Signature / Agency

Date