

NONPROFIT ARTS ORGANIZATION

CODE OF ETHICS

Organizational Values

As a nonprofit organization seeking to promote the arts in our community *Arts Organization* believes in:

Commitment to the public good;
Accountability to the public;
Compliance with the law;
Promotion of tenant organization independence;
Respect for the worth and dignity of individuals;
Inclusiveness and social justice;
Respect for pluralism and diversity;
Transparency, integrity and honesty;
Responsible stewardship of resources;
Commitment to excellence and to maintaining the public trust;
Collaboration with others; and,
Ensuring our own competence through continual learning.

Code of Ethics

Personal and Professional Integrity - All staff, board members and volunteers of *Arts Organization* act with honesty, integrity and openness in all their dealings as representatives of the organization. We promote a working environment that values respect, fairness and integrity.

Mission Fulfillment – *Arts Organization* has a clearly stated mission and purpose, approved by the Board of Directors, in pursuit of the public good. We are mission-focused, and maintain our relevance by meeting needs of our constituent organizations in a changing environment.

Responsible Governance – *Arts Organization* has an active and effective governing body that is responsible for setting the mission and strategic direction of the organization and oversight of the finances, operations and policies of the organization. Governance transparency is key to our operation.

Legal Compliance – *Arts Organization* is knowledgeable of, stays current with, and complies with all applicable laws and regulations.

Responsible Stewardship - Maintaining effective governance and management, *Arts Organization* generates adequate resources, manages resources effectively, supports and recognizes its volunteers, and appropriately compensates staff. *Arts Organization* abides by clear conflict of interest policies and avoids abuse of power. We exercise due diligence in all program and fiscal matters including the generation, management and acceptance of funds. We strive to be good Charitable citizens and do our best to avoid participation in any activity that would be detrimental to other nonprofit organizations or the community.

Fiscal Integrity – *Arts Organization* raises funds from public and private corporations and donors and is truthful in its solicitation materials. Funds are utilized to further our mission and the advancement of our clientele, and are expended consistent with the intent of the donor.

Openness and Disclosure – *Arts Organization* provides comprehensive, accurate and timely information to the public, the media and all stakeholders and is responsive in a timely manner to reasonable requests for information.

Diversity and Inclusiveness - Among our clients, colleagues and vendors and in our community, we advocate the value of diversity and inclusiveness, and work to expand our understanding and proficiency. We attend to the dynamics of difference, knowing that multiple viewpoints and shared solutions are essential to effective actions. We serve all forms of nonprofit arts organizations - large, small, established, emerging, traditional and innovative. We promote inclusiveness. Our staff, consultants, Board, volunteers and vendors reflect the diversity of our community. Diversity and inclusiveness enrich our programmatic, governance and organizational effectiveness.

Promotion of Learning - We are a learning organization committed to improving program and organizational effectiveness. Our Board, staff, and client organizations want to be among the very best at what we do. As a learning organization we learn from one another, from our colleagues in the field, and most of all, from our constituents.

Collaboration – *Arts Organization* works in a collegial and accessible manner with clients, funders, colleagues and other stakeholders to leverage available community resources for greatest impact and benefit to our communities, and to further the interests and advancement of our clients.

Quality - We strive for and achieve excellence in all aspects of our organization and in the services we provide by regularly assessing the total organization and its outcomes and impacts on an ongoing basis.