**VisionServe Alliance – Our Ethics. Our Code. Marking Boundaries.**

Our Code of Ethics outlines expectations regarding the behavior of our organization towards other members, clients, stakeholders, and society. The Ethical Principles below are based on the Core Values of Commitment, Exceptional Leadership, Diversity, Inclusion, Innovation, and Collaboration.

To join VisionServe Alliance is to commit to being directed by the same values in judgment and behavior, working in accordance with its ethical standards, encouraging the development and implementation of the ethical standards within the industries and professions represented by its members.

**Scope**

This policy applies to all staff, Board Members, Committee Members, and Volunteers regardless of rank or employment type. Our Ethics also extend to VSA membership in that we expect any organization associated with VSA to embrace and measure themselves by these ethical standards.

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| Badge 1 with solid fill | **MISSION DRIVEN**  We passionately support the field of people who are blind, have low vision, or other visual impairment. This focus is our primary consideration in decisions, behaviors, and actions we make every day to prioritize the needs of our clients and membership. | Badge 5 with solid fill | **CONFLICTS OF INTEREST**  We will avoid any activity or practice which conflicts with, or can be perceived as conflicting with, the interests of VSA, including but not limited to situations which derive any personal profit or gain, directly or indirectly, by reason of his or her service to the organization. |
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| Badge with solid fill | **INTEGRITY and HONESTY**  Integrity is indispensable to our mission as well as being accountable to the greater good of serving our community of interest. We are committed to act honestly, truthfully, and accurately through our personal and professional behavior, with all organization records, and reporting obligations. | Badge 6 with solid fill | **INCLUSIVITY**  We welcome everyone with a passion to serve the community of people who are blind or visually impaired. We respect and value diverse life challenges, creating an environment that is inclusive of all encouraging participation regardless of political affiliation or status. |
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| Badge 3 with solid fill | **TRANSPARENCY**  Transparency embodies honesty and open communication. We openly and honestly disclose information to build trust and confidence with our stakeholders. | Badge 7 with solid fill | **COLLABORATION**  We foster collaboration with all sectors in our field and encourage cooperation amongst members to share resources and advance common values in the service of our community. |
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| Badge 4 with solid fill | **HARASSMENT and DISCRIMINATION**  We do not tolerate any form of discrimination or harassment within our organization or at any activities, meetings, and outreach events. There is no acceptance of members, staff, or stakeholders being subjected to offensive, abusive, or other unwanted behavior which violates personal dignity or creates an intimidating, hostile or humiliating environment. (e.g., physical, sexual, psychological, verbal or any other form of harassment). | Badge 8 with solid fill | **FINANCIAL INTEGRITY**  We are stewards of our resources and contributions. Funds, financial statements, and records are managed accurately with full accountability available for audit when requested by Staff, Board, Members, or any regulatory authority. We value all members, no matter the size of their financial stake in VSA. |