Chapter Title	Chapter #		Subject #
Board Governance	G		100
Subject Title **CODE OF ETHICS**	Adopted 3/21/06	Last Revised 8/24/20	Reviewed 9/25/06; 4/3/06; 2/28/08; 4/27/09; 4/26/10; 9/26/11; 10/29/12; 9/23/13; 8/25/14;8/31/15; 5/23/16;7/24/17; 7/23/18; 8/26/19; 8/24/20; 8/23/21

POLICY

Application

This policy shall apply to Board members of The Right Door for Hope, Recovery and Wellness.

1.0 Compliance

1.1 Maintain a high standard of personal and professional conduct in capacity or identity as a Board member of The Right Door for Hope, Recovery and Wellness.

1.2 Act in compliance with and abide by the code of ethics and the compliance plan during the entire term as a Board member.

1.3 Report first-hand knowledge of unethical activity to the Board Chairperson or Vice-Chairperson for investigation and appropriate action.

2.0 Responsibility to Organization

2.1 Work to achieve the organization's mission, vision and values.

2.2 Support the integrity and reputation of the organization and represent the organization in a positive manner.

2.2.1 Respond responsibly to criticism from those outside the organization.

2.2.2 Fully support and promote the Board approved The Right Door for Hope, Recovery and Wellness Strategic Plan.

2.3 Work to accomplish the organization's goals and outcomes.

2.3.1 Accessibility: Immediacy of Service

2.3.2 Effectiveness: Services provide for positive persons served outcomes.

2.3.3 Efficiency: Services are cost-effective and competitive.

2.3.4 Satisfaction: Services meet needs & expectations.

2.3.5 Quality: Services promote wellness.

2.4 Respect organizational policies and Board decisions.

2.5 Be prepared for and faithfully attend all meetings and trainings as assigned and enrolled.

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2.5.1 Attend all meetings for which per diem is received or registration fees are paid by the organization.

2.5.2 Be prepared to report to full Board on information obtained from conferences and meetings attended on behalf of the Board.

3.0 Persons served

3.1 Primary responsibility is to the community and person served.

3.2 Foster every effort to support the community and self-determination of the person served, including person-centered planning through policy and annual budget.

4.0 Confidentiality

4.1 Maintain the highest level of confidentiality by not disclosing any information identifying consumers to others, unless the disclosure is required by a court order.

4.2 Respect Board decisions as final and binding on the organization, including all Board members and staff. Actively participate in Board decision-making process. Once a decision is made, accept and support the Board decision.

5.0 Discrimination

5.1 Avoid discrimination against anyone on the basis of race, color, sex, gender, age, height, weight, national origin, LGBTQ status, religion, handicap, disability, marital status, financial status, or political affiliation.

6.0 Competency

6.1 Board members shall accurately represent their education, training, experience and competencies as they relate to the business of the Board.

6.2 Advise on problems within the boundaries and scope of any recognized competency.

6.3 Take responsibility for enhancing professional knowledge, skills and abilities, and actively improve Board member competency through documented development plan.

7.0 Conflict of Interest

7.1 Comply with Michigan Mental Health Code and agency policies and procedures regarding conflict of interest.

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7.2 Avoid and abstain from activities or decisions that constitute a conflict of interest or the appearance of a conflict of interest.

7.2.1 All Board members shall sign an annual Declaration of Conflict of Interest.

7.2.2 An updated Declaration of Conflict of Interest shall be completed when a new Conflict of Interest arises.

7.3 Avoid using Board member relationship with the organization to further personal or professional interests.

7.4 Avoid relationships with the CEO, staff, and persons served that could impair professional judgment or exploit their trust and vulnerability.

8.0 Colleagues

8.1 Treat all Board members, CEO, and community partners with respect, fairness, courtesy, and good faith.

8.2 Avoid engagement in any form of harassment or discrimination, including sexual harassment.

9.0 Removal of Board Member

A board member may be removed from office by the appointing board of commissioners for neglect of official duty or misconduct in office after being given a written statement of reasons and an opportunity to be heard on the removal.

References

CARF Standards Section: Leadership
Mental Health Code 330.1224

Melissa McKinstry, Board Chairperson	Date		