

United Way of Central Ohio is a volunteer-driven organization whose purpose is to measurably improve lives in our community. We bring together individuals, businesses, government and nonprofit organizations in Central Ohio to work together and identify solutions to health and human services issues.

OUR MISSION

To improve lives by mobilizing the caring power of our community.

OUR VISION

To build a community where everyone has the aspirations, resources and opportunities to reach their potential

OUR ETHICAL STANDARDS

We recognize our responsibility to the community and people we serve. We value those relationships and believe that United Way of Central Ohio and its representatives must act in ways that honor the trust those communities have placed in us. We pledge to adhere to a Code of Ethics that is based on the ethical standards of **integrity, accountability, confidentiality, diversity, fairness and respect. THESE STANDARDS ARE APPLICABLE TO OUR BOARD, EMPLOYEES, AND VOLUNTEERS.**

OUR CORE VALUES

1. We set an example, as a leading nonprofit organization, for the highest standards of professionalism by ensuring truth, fairness and objectivity in all activities.
2. We, and our member agencies and community partners, are jointly accountable to our community for the realization of our mission.
3. We advocate and promote diversity and inclusion among our staff and volunteers and among staff and volunteers of member agencies and community partners. We treat all people respectfully, in all aspects of our activities and services, without regard to race, ethnicity, religion, age, gender, national origin, ancestry, socio-economic status, sexual orientation or status as a disabled individual.
4. We act with personal and professional integrity seeking accuracy and timeliness in our communications.
5. We promote **voluntary** giving by our donors to United Way of Central Ohio.
6. We make full and fair disclosure of all relevant information to our communities, who have a right to know how their dollars are spent. We invest our communities' money wisely, efficiently and objectively, through a fair and objective process to meet critical local needs.

7. We are a transparent organization, striving to keep administrative costs at optimum levels to deliver on the mission through responsible spending practices and internal controls.
8. We maintain accurate financial records and report our independently audited financial statements in an accurate and timely manner.
9. We support full disclosure of all potential and actual conflicts of interest.
10. In accordance with our written conflict of interest policy we prohibit employees and volunteers from using proprietary information for their personal gain or for the personal gain or advantage of another.
11. We comply with all laws and regulations affecting the organization and monitor and enforce all policies and procedures.
12. We honor the privacy rights of all people, including co-workers, donors, volunteers, service providers and service recipients.
13. We treat all volunteers, and our volunteers treat all employees, with fairness and respect. We involve volunteers at appropriate levels of decision-making.
14. We do not endorse political candidates or parties on behalf of United Way of Central Ohio.
15. We recognize the autonomy of United Way member agencies and promote cooperation and collaboration to efficiently and effectively address community problems.
16. We promote professional excellence and fair treatment of employees who exhibit respect for co-workers and all those we come in contact with. We strive for a work environment conducive to personal and professional growth.

We will review this Code annually and ensure that we adhere to the Code when making policy decisions or otherwise managing the affairs of the organization.

WE ENCOURAGE REPORTING OF BREACHES OF THIS CODE AND PROTECT THOSE WHO REPORT THEM.

Reports should be made to the chair of the Governance Committee or the Chief Alignment Officer at the following numbers and addresses:

<p><i>Pablo Vegas</i> <i>Chair, Governance Committee</i></p> <p>President and Chief Operating Officer AEP Ohio 850 Tech Center Drive Gahanna, OH 43230-6605 614.883.6670 pavegas@aep.com</p>	<p><i>TODD DIEFFENDERFER</i> <i>Chief Alignment Officer</i></p> <p>United Way of Central Ohio 360 S. Third Street Columbus, OH 43215 614.227.8404 todd.dieffenderfer@uwcentralohio.org</p>
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Name

Date:

Approved by the UWCO Board of Trustees: September 22, 2014