

## **Recovery Alliance Duluth**

### **Title: Ethics**

#### **Policy Statement:**

It is the policy of Recovery Alliance Duluth that its employees, board members and volunteers uphold the highest standards of ethical, professional behavior. To that end, these employees, board members and volunteers, shall dedicate themselves to carrying out the mission of this organization and shall:

1. Hold paramount the safety, health, and welfare of the public in the performance of their duties. Act in such a manner as to uphold and enhance person and professional honor, integrity, and the dignity of the organization.
2. Treat with respect and consideration all persons, regardless of race, religion, gender, sexual orientation, maternity, marital or family status, disability, age, or national origin.
3. Engage in carrying out Recovery Alliance Duluth's mission in a professional manner.
4. Collaborate with and support other organizations and individuals in carrying out Recovery Alliance Duluth's mission.
5. Build professional reputations on the merit of services and refrain from competing unfairly with others.
6. Recognize that the primary function of Recovery Alliance Duluth is to serve the best interest of those individuals in recovery and the broad recovery community.
7. Accept as a personal duty the responsibility to keep up to date on emerging issues affecting the recovery community and to conduct themselves with professional competence, fairness, impartiality, efficiency, and effectiveness.
8. Respect the structure and responsibilities of the board of directors, provide them with facts and advice as a basis for their making policy decisions, and uphold and implement policies and programs adopted by the board of directors.
9. Keep the recovery community informed about the priorities and activities of Recovery Alliance Duluth.
10. Conduct organizational and operational duties with positive leadership exemplified by open communication, creativity, dedication, and compassion.
11. Exercise whatever discretionary authority they have under the law to carry out the mission of Recovery Alliance Duluth
12. Serve with respect, concern, courtesy, and responsiveness in carrying out the mission of Recovery Alliance Duluth.
13. Demonstrate the highest standards of personal integrity, truthfulness, honesty, and fortitude in all activities to inspire confidence and trust.
14. Avoid any interest or activity that conflicts with the conduct of their official duties.
15. Respect and protect privileged information to which they have access in the course of their duties with Recovery Alliance Duluth.
16. Strive for personal and professional excellence and encourage the professional and personal developments of others.
17. Adhere to the mission, policies, statements, and other directives approved by the board of directors and executive director of Recovery Alliance Duluth.