Code of Ethics

The Connecticut Council for Philanthropy Code of Ethics is intended to serve as a guide for trustees, officers and staff in maintaining high standards of organizational and personal ethics in the conduct of their duties and responsibilities in carrying out the mission of the Council.

1. We are committed to using the Council’s human and financial resources wisely.

2. We are committed to being responsible, transparent and accountable for all of our actions.

3. We are committed to acting honestly and with integrity in relationships with all constituencies in a way that inspires trust and confidence.

4. We are committed to being responsive and inclusive, ensuring that avenues of communication are accessible to all.

5. We are committed to showing equal respect and consideration for all.

6. We are committed to continued improvement.

Following are ways the Council board and staff assess how well we are adhering to our Code of Ethics.

1. We are committed to using the Council’s human and financial resources wisely.
   ♦ In what ways does the Board of Directors oversee the application of resources?
   ♦ Are all expenditures consistent with financial policies set by the board?
   ♦ Do we make a conscientious effort to avoid waste of time and resources?
   ♦ How do we assess the impact of the work we do?

2. We are committed to being responsible, transparent and accountable for all of our actions.
   ♦ Is descriptive and financial information for all substantial income and for all revenue-generating activities conducted by the Council disclosed on request?
   ♦ Is there a regular and independent financial audit process at the Council?
   ♦ Are policies in place to assure the effective practices around financial, administrative and governance functions?

The Council discloses its activities and finances through its Annual Report, periodic reports to the board, and making the form 990 available to anyone who requests it. The Annual Report, Conflict of Interest Statement, Code of Ethics and Whistleblower Policy are posted on the Council’s website. Copies of the Council’s 990 for the past three years are posted on Guidestar. In addition, the Council maintains manuals for internal controls and technology policies.
Code of Ethics
Continued

3. We are committed to acting honestly and with integrity in relationships with all constituencies in a way that inspires trust and confidence.
   ♦ Does the Council strive to be meticulously accurate in collecting and presenting information for
     o Organizational decisions
     o Publications
     o Press releases
     o Funding proposals
     o Funding reports
   ♦ Does the Council disclose any direct or indirect interest in or relationship with any party transacting business with the Council?
   ♦ Do we attribute the work of others which we have used?
   ♦ Do we admit mistakes and avoid scapegoating?
   ♦ Do staff and board demonstrate a sense of cooperation for the benefit of the whole organization?

4. We are committed to being responsive and inclusive, ensuring that avenues of communication are accessible to all.
   ♦ How do we solicit input from our members?
   ♦ Are we accessible to members and non-members as appropriate and consistent with our mission?
   ♦ Are we open to partnerships and collaborations with colleague organizations?
   ♦ Do we share information openly and honestly?

5. We are committed to showing equal respect and consideration for all.
   ♦ How does the Council maintain a climate of tolerance that is open to criticism and dissent?
   ♦ Do we treat others as we wish to be treated?
   ♦ Are all members regarded with equal respect?
   ♦ Is the climate at the Council such that employees can grow professionally and personally?
   ♦ Does the Council strive to balance the composition of the board and of each committee according to gender, race, age, persons with disabilities, geographical representation, and other qualities of diversity?
   ♦ Do we consider gender, race, age, persons with disabilities, and other qualities of diversity when hiring staff?

In furtherance of this value, the Council maintains a Staff Manual with detailed provisions on employment policies and practices.

6. We are committed to continued improvement.
   ♦ Do we solicit and respond to constructive feedback from members and staff?
   ♦ Do we just meet expectations or exceed expectations?
   ♦ How do we incorporate input from members in our work?