

The Connection Commission

Code of Ethics and Conduct Policy

BG-P2

ARTICLE I

Purpose

The Connection Commission is a Virginia nonstock corporation organized exclusively for charitable purposes under Section 501(c)(3) of the Internal Revenue Code.

This policy establishes the ethical standards and behavioral expectations governing members of the Board of Directors of The Connection Commission.

The purpose of this policy is to ensure that board members act with integrity, transparency, and accountability while advancing the mission of The Connection Commission. The organization operates in service of participants who face structural barriers to participation in civic, economic, creative, and educational life. Directors therefore hold positions of public trust and must conduct themselves in a manner that protects the organization, its participants, its donors, and the public interest.

ARTICLE II

Scope

This policy applies to all voting members of the Board of Directors and to any non voting board advisors when acting in a board capacity.

ARTICLE III

Ethical Duties of Directors

1. **Duty of Loyalty**

Directors must act in the best interests of The Connection Commission and not in their personal interest or the interest of another organization.

Directors shall avoid conflicts of interest and shall comply with the Board Conflict of Interest Policy and annual disclosure requirements.

Directors shall not use organizational resources, information, or relationships for personal gain.

2. **Duty of Care**

Directors are expected to exercise reasonable care, diligence, and attention in their governance responsibilities.

Directors shall review board materials prior to meetings, participate meaningfully in deliberations, and make decisions based on good faith judgment and available information.

3. **Duty of Integrity**

Directors shall conduct themselves with honesty, professionalism, and respect in all board activities.

Directors shall not engage in harassment, discrimination, intimidation, retaliation, or conduct that undermines the dignity or safety of others involved with the organization.

4. **Stewardship of Organizational Resources**

Directors shall protect the financial, reputational, and operational resources of The Connection Commission.

Directors shall ensure that funds are used in alignment with donor intent, organizational policies, and applicable law.

5. **Confidentiality**

Directors may have access to sensitive organizational information including participant information, financial data, legal matters, and internal deliberations.

Directors must maintain the confidentiality of such information except where disclosure is authorized by the board or required by law.

6. **Respect for Governance Structure**

The Board governs through formal action taken in meetings or through properly authorized decisions.

Directors shall respect the distinction between board governance and operational execution carried out by officers, caseworkers, or volunteers.

7. **Alignment With Organizational Mission**

Directors shall act in ways that support the mission and values of The Connection Commission.

Directors must exercise care to avoid conduct that could cause reputational harm or undermine the integrity of the organization.

ARTICLE IV

Reporting Ethical Concerns

Directors who become aware of potential violations of this policy must report the concern to the Chair of the Board or through the Protected Reporting process established by the organization.

ARTICLE V

Violations

Violations of this policy may result in board review and appropriate action, which may include formal reprimand, removal from committee assignments, or removal from the Board of Directors in accordance with the bylaws and applicable law.

ARTICLE VI

Adoption and Authority

This policy is adopted by vote of the Board of Directors and constitutes a governing policy of The Connection Commission.