



*Policy Document:* Code of Ethics Policy  
*Approved by:* [Executive Board]  
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Given its mission, the USAFL has adopted a code of ethics to guide its Board Members in their conduct when acting on behalf of the USAFL. The Code contains broad principles reflecting the types of behavior the USAFL expects towards constituents, employees, peers and the public. The Code is intended to provide a framework for ethical decision-making, as no Code can provide specific guidance for all situations. This policy is not intended as a stand-alone policy. It does not embody the totality of the USAFL's ethical standards, nor does it answer every ethical question or issue that might arise. Rather, it is one element of a broader effort to create and maintain a quality organization that gives ethical conduct the highest priority. This Code will be reviewed periodically.

Board members will:

1. Exercise care, good faith and due diligence in organizational affairs.
2. Strive for excellence and innovation and demonstrate professional respect and responsiveness to constituents and others.
3. Contribute to an organizational culture that respects the diverse, individual contributions of staff and leadership.
4. Respect the confidentiality of sensitive information about the USAFL, its constituents, board and employees.
5. Comply with applicable federal, state and local laws, regulations and fiduciary responsibilities.
6. Provide credible and effective oversight to the organization's work.
7. Abide by the governing documents and policies of the USAFL, including the Conflict of Interest and Whistleblower Policy.
8. Be accountable for adhering to this Code of Ethics.
9. Act at all times in accordance with the highest ethical standards and in the best interest of the USAFL, its constituents and reputation.

***Compliance, Monitoring and Reporting***

The USAFL Executive Board is responsible for communicating this Code of Ethics to all contractors, employees and volunteers and for ensuring its contents are understood and followed. Breaches of this Code should be reported in accordance with the Whistleblower Policy.