



Code of Conduct Policy

The Genesee Valley Health Partnership has adopted the following Code of Conduct for Board Members, contract staff and volunteers, hereafter referred to as “members”:

Sexual Harassment:

The GVHP strives to maintain an environment that is free from illegal discrimination and harassment. While all forms of harassment are prohibited, it is the organization’s policy to emphasize that sexual harassment is specifically prohibited. Any board member who engages in discriminatory or harassing conduct towards is subject to removal from the Board. Complaints alleging misconduct on the part of Board members will be investigated promptly and as confidentially as possible by a task force of the Board appointed by the President or their designee. Members must not engage in sexual harassment, or conduct themselves in a way that could be construed as such, for example, by using inappropriate language, keeping or posting inappropriate materials in their work area, or accessing inappropriate materials on their computer.

Organizational Code of Conduct:

All members of the Organization must, at all times, comply with all applicable laws and regulations. The Organization will not condone the activities of members who achieve results through violation of the law or unethical business dealings. This includes any payments for illegal acts, indirect contributions, rebates, and bribery. The Organization does not permit any activity that fails to stand the closest possible public scrutiny. All business conduct should be well above the minimum standards required by law. Accordingly, members must ensure that their actions cannot be interpreted as being, in any way, in contravention of the laws and regulations governing the Organization’s operations.

General Member Conduct:

The Organization expects its members to conduct themselves in a businesslike manner. Conflicts of Interest:

The Organization expects that members will perform their duties conscientiously, honestly, and in accordance with the best interests of the Organization. Members must not use their positions or the knowledge gained as a result of their positions for private or personal advantage.

Organization Funds and Other Assets: Members who have access to Organization funds in any form must follow the prescribed procedures for recording, handling, and protecting money as detailed in the Organization’s policies and procedures. The Organization imposes strict standards to prevent fraud and dishonesty.

Organization funds and all other assets of the Organization are purposed for the Organization only and not for personal benefit.

Organization Records and Communications: Accurate and reliable records of many kinds are necessary to meet the Organization’s legal and financial obligations and to manage the affairs of the Organization. The Organization’s books and records must reflect in an accurate and timely manner all business transactions. The members responsible for accounting and recordkeeping must fully disclose and record all assets, liabilities, or

Vision: Livingston County residents will be the healthiest in New York State.

Mission: To improve the health and wellbeing of the Livingston County community through collaboration, education, and prevention.

both, and must exercise diligence in enforcing these requirements.

Conflict of Interest

All board members, officers, contractors, and employees of this organization shall disclose all real or perceived conflicts of interest that they discover or that have been brought to their attention in connection with this organization's activities.