



## **Statement of Values and Code of Ethics**

### ***Mission***

The mission of the National Health Council is to provide a united voice for people with chronic diseases and disabilities.

### ***Statement of Values***

The Board of Directors, volunteers and staff of the National Health Council subscribe to the following set of shared values:

- Commitment to the public good;
- Accountability to the public;
- Commitment beyond the law;
- Respect for the worth and dignity of individuals;
- Inclusiveness and social justice;
- Respect for pluralism and diversity
- Transparency, integrity and honesty;
- Responsible stewardship of resources; and,
- Commitment to excellence and to maintaining the public trust.

These values lead directly to the Code of Ethics for the National Health Council. They inform and guide the actions that the Council takes in developing its policies and practices.

### ***Code of Ethics***

#### **I. Personal and Professional Integrity**

All staff, board members and volunteers of the National Health Council act with honesty, integrity and openness in all their dealings as representatives of the organization. The Council promotes a working environment that values respect, fairness and integrity.

#### **II. Mission**

The National Health Council has a clearly stated mission and purpose, approved by the board of directors, in pursuit of the public good. All of its programs support that mission and all who work for or on behalf of the organization understand and are loyal to that mission and purpose. The mission is responsive to the constituency and communities served by the organization and of value to the society at large.

## **Statement of Values and Code of Ethics of the National Health Council**

### **Page 2 of 3**

#### **III. Governance**

The National Health Council has an active governing body that is responsible for setting the mission and strategic direction of the organization and oversight of the finances, operations, and policies of the organization. The governing body:

- Ensures that board members have the requisite skills and experience to carry out their duties and that all members understand and fulfill their governance duties, acting for the benefit of the organization and its public purpose;
- Has a conflict of interest policy that ensures that any conflicts of interest or the appearance thereof are avoided or appropriately managed through disclosure, recusal or other means;
- Is responsible for the hiring, firing, and regular review of the performance of the chief executive officer, and ensures that the compensation of the chief executive officer is reasonable and appropriate;
- Ensures that the CEO and appropriate staff provide the governing body with timely and comprehensive information so that the governing body can effectively carry out its duties;
- Ensures that the organization conducts all transactions and dealings with integrity and honesty;
- Ensures that the organization promotes working relationships with board members, staff, volunteers, and program beneficiaries that are based on mutual respect, fairness and openness;
- Ensures that the organization is fair and inclusive in its hiring and promotion policies and practices for all board, staff and volunteer positions;
- Ensures that policies of the organization are in writing, clearly articulated and officially adopted;
- Ensures that the resources of the organization are responsibly and prudently managed; and,
- Ensures that the organization has the capacity to carry out its programs effectively.
- Is actively involved in monitoring the organization's activities to ensure that its systems and controls are effective and responds promptly and appropriately to any deficiencies that are discovered.

#### **IV. Legal Compliance**

The National Health Council is knowledgeable of and is committed to complying with all applicable laws and regulations and to taking prompt remedial action if the conduct of individuals within the organization deviates from such laws and regulations.

#### **V. Responsible Stewardship**

The National Health Council manages its funds responsibly and prudently. This includes the following considerations:

- It spends at least 65 percent of its annual budget on programs in pursuance of its mission;

## **Statement of Values and Code of Ethics of the National Health Council**

### **Page 3 of 3**

- It spends an adequate amount on administrative expenses to ensure effective accounting systems, internal controls, competent staff, and other expenditures critical to professional management;
- The organization compensates staff, and any others who may receive compensation, reasonably and appropriately;
- The organization does not accumulate operating funds excessively;
- The organization ensures that all spending practices and policies are fair, reasonable and appropriate to fulfill the mission of the organization; and,
- All financial reports are factually accurate and complete in all material respects.

### **VI. Openness and Disclosure**

The National Health Council provides comprehensive and timely information to the public, the media, and all stakeholders and is responsive in a timely manner to reasonable requests for information. All information about the organization will fully and honestly reflect the policies and practices of the organization. Basic informational data about the organization, such as the Form 990, reviews and compilations, and audited financial statements will be posted on the organization's website or otherwise available to the public. All financial, organizational, and program reports will be complete and accurate in all material respects.

### **VII. Program Evaluation**

The National Health Council regularly reviews program effectiveness and has mechanisms to incorporate lessons learned into future programs. The organization is committed to improving program and organizational effectiveness and develops mechanisms to promote learning from its activities and the field. The organization is responsive to changes in its field of activity and is responsive to the needs of its constituencies.

### **VIII. Inclusiveness and Diversity**

The National Health Council has a policy of promoting inclusiveness and its staff, board and volunteers reflect diversity in order to enrich its programmatic effectiveness. The organization takes meaningful steps to promote inclusiveness in its hiring, retention, promotion, board recruitment and constituencies served.

### **IX. Fundraising**

In seeking direct voluntary public contributions as well as corporate and foundation support, the Council follows the fund-raising practices detailed in its own Standards of Excellence Certification Program<sup>®</sup> for voluntary health agency members. These standards are designed to ensure transparency, accountability, and good public stewardship.