



## **CODE OF ETHICS**

This Code of Ethics sets forth the standards that the MetroWest Health Foundation, its trustees, grants panel and committee members, and staff will follow in the conduct of Foundation activities.

### **Mission**

We are committed to improving the health status of the community, its individuals and families through informed and innovative leadership. The Foundation's programs and grantmaking shall support this mission and be responsive to the health needs of the communities we serve.

### **Values**

We promote an environment and culture that values respect, fairness, honesty and integrity.

### **Governance & Stewardship**

We understand our respective roles and responsibilities to oversee the mission, strategic direction, finances and policies of the Foundation, and we do so with honesty and integrity. We prudently manage the Foundation's resources so as to maximize its philanthropic purpose. Reports, documents, and financial statements prepared by the Foundation shall reflect accurate reporting.

### **Legal Compliance**

We are knowledgeable of and strive to comply with applicable laws and regulations concerning the governance and administration of non-profit philanthropic organizations.

### **Conflicts of Interest**

We work to prevent conflicts of interest that create actual or apparent improprieties that could undermine our effectiveness and reputation. Accordingly, the Foundation has adopted a strict Conflict of Interest policy that applies to everyone covered by this Code.

### **Program Effectiveness**

We are committed to improving program and organizational effectiveness. The Foundation regularly reviews its effectiveness, and that of its programs and grantees.

### **Transparency**

We provide comprehensive and timely information to the public, the media and stakeholders, and are responsive to reasonable requests for information. We are committed to sharing information openly and honestly consistent with privacy and confidentiality obligations.

### **Inclusiveness and Diversity**

We promote inclusiveness and diversity in hiring, retention, promotion, board and committee recruitment and constituencies served. We do not tolerate discrimination against employees, grantees or others due to race, color, age, sex, religion, national origin, sexual orientation, disability, military status, or any other basis prohibited by law.

### **Grantmaking**

We treat grant seekers and grantees fairly and with respect, communicating clearly and in a timely manner.