



THE CHILDREN'S PLACE Code of Organizational Ethics

The Children's Place is committed to maintaining the highest ethical standards and serving as advocates for children in the Kansas City community:

1. The Board of Directors will establish, monitor and enforce all ethical standards for the Board, employees, volunteers, donors, contractors, agents and other individuals affiliated with The Children's Place.
2. The President/CEO will supervise and direct the implementation of all ethical standards established by the Board of Directors.
3. The rights of clients to privacy and confidentiality, except where specifically limited by law, are to be recognized and honored by all employees, volunteers, donors, contractors, agents, board members and other individuals affiliated with The Children's Place.
4. Access to records is limited to clients, parents or legal guardians, authorized personnel or approved third parties.
5. All employees, agents, contractors, subject to license and/or certifications, will comply with all applicable rules of conduct pertaining to their profession.
6. All direct or indirect financial conflict or other conflicts of interest shall be avoided. If any potential conflict arises the employee will seek an opinion relating to the potential conflict from the CEO, or if appropriate, the Chairman of the Board of Directors.
7. No staff member or agent may directly or indirectly accept any gift, payment or other favor, exceeding \$25.00, from any person or business that does business or seeks to do business with The Children's Place, without prior approval of the CEO.
8. Employees and volunteers will provide care and education in settings that are safe, healthy, nurturing and responsive to each child and will not participate in practices that are damaging, physically or emotionally, to children or families.
9. If an employee or volunteer becomes aware of a situation which places a child, in our care, in danger, that employee will act in a way to protect the child and inform the appropriate individuals and/or authorities.
10. Employees and volunteers will respect the dignity, worth, potential, abilities and uniqueness of each individual and will respect diversity in children, families and colleagues.