



### **Policy Statement**

The Virginia Board for People with Disabilities holds its Board members, staff, volunteers, and Alumni to the highest standards of conduct consistent with its status as a public agency of the Commonwealth of Virginia. We expect Alumni will exercise the highest level of integrity, honesty, and respect in their actions and relationships throughout their training program experience. The purpose of the Code of Ethics is to instill confidence in Board programs for its alumni, staff, volunteers, and the Commonwealth and ensure that all programs are administered in the best interest of the Commonwealth.

### **VBPD Mission**

To create a Commonwealth that advances opportunities for independence, personal decision-making and full participation in community life for individuals with developmental and other disabilities.

### **VBPD Vision**

Virginians with developmental and other disabilities direct their own lives and choose how they live, learn, work, and play.

## **Code of Ethics**

### **As part of the Training Alumni Association:**

- **I will** participate in the Alumni Chapters and Alumni Activities and assignments to the best of my ability and ask for assistance when I need it.
- **I will** participate in all Alumni Chapter Meetings and Activities to the best of my ability for the duration of my membership.
- **I will** respect the limited funds of the program and seek to find supports which are of reasonable cost, including if available, no cost supports. I will submit only authorized activities for reimbursement.
- **I will** communicate at all times in an effective, respectful and positive manner.
- **I will** treat my fellow Alumni, Board staff and volunteers with respect for differences including race, ethnicity, religion, sexual orientation, disability, gender, or other differences.

- **I will** be open to learning new ideas and values from others that may conflict with my own and respectfully share my values and ideas with others.

**As a member of the Alumni Regional Chapter**

- **I will not** engage in any type of inappropriate conduct, including but not limited to verbal or physical abuse or exploitation of my fellow alumni, Board staff, or others. Board staff will make the determination of what is considered inappropriate conduct.
- **I will not** speak on behalf of the Board unless specifically designated to do so by Board staff.
- **I will not** submit false claims for reimbursement.
- **I will not** knowingly conduct or condone any illegal or improper activity.

Violation of this Code of Ethics may result in removal from participation in the Training Alumni Association at the discretion of the Board’s Executive Director. Such removal cannot be appealed.

**The Board agrees to:**

- **Ensure** non-discrimination and fair treatment of all program participants, staff and volunteers with respect to race, ethnicity, religion, sexual orientation, disability, gender, or other differences.
- **Complete** its work with integrity, honesty, teamwork and dedication
- **Commit** to the highest ideals in the stewardship of public resources.
- **Promote** a safe environment in all settings in which training program activities are conducted.
- **Remove** at the discretion of the Executive Director, any program participant, or volunteer who violates the Code of Ethics or otherwise demonstrates behavior or communication which is in contrast with the Code.

**Signature indicating agreement to adhere to this Code of Ethics:**

**Alumni Chapter Member** \_\_\_\_\_  
**Print Name**

\_\_\_\_\_  
**Signature** **Date**

**Board Executive Director** \_\_\_\_\_  
**Print Name**

\_\_\_\_\_  
**Signature** **Date**