



APRIL 20, 2016

Policy Statement

The Virginia Board for People with Disabilities holds its Board members, staff, volunteers, and program participants to the highest standards of conduct consistent with its status as a public agency of the Commonwealth of Virginia. Training Program Participants must 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 participants, 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 a participant in one of the Board's Training Programs:

- **I will** participate in training program activities and assignments to the best of my ability and ask for assistance when I need it.
- **I will** attend all classes and activities unless there is an emergency situation which prohibits attendance.
- **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 classmates, 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 objectively share my values with others.

As a participant in the Partners in the Board’s Trainings:

- **I will not** engage in any type of inappropriate conduct, including but not limited to verbal or physical abuse or exploitation of my classmates, Board staff, or others. Board staff will make the termination of what is considered inappropriate conduct.
- **I will not** engage in acts or be associated with activities that are contrary to the public interest or bring discredit to the Board.
- **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 a Board training program at the discretion of the Board’s Executive Director. Such removal is not appealable.

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:

Training Program Participant	_____	_____
	Print Name	Signature
	Date: _____	
Board Executive Director	_____	_____
	Print Name	Signature
	Date: _____	