

Code of Ethics Policy

This policy is not intended as a stand-alone policy. It does not embody the totality of the Delaware Nurses Association ethical standards, nor does it answer every ethical question or issue that might arise. Rather, it is one element of a broader effort to create and maintain a quality organization that gives ethical conduct the highest priority.

Board members, Committee members and staff should:

- Listen to our stakeholders and make all reasonable efforts to satisfy their needs and concerns within the scope of our mission, and to strive for excellence and innovation and demonstrate professional respect and responsiveness to constituents, donors and others.
- Make an effort to understand, respect and support our constituents from other cultures, exemplified by the contributions of our staff and executive leadership, and to contribute to an organizational culture that respects the diverse, individual contributions of staff and leadership.
- Respect the confidentiality of sensitive information about the Delaware Nurses Association, its members, constituents, donors, Board and employees.
- Comply with applicable federal, state and local laws, regulations and fiduciary responsibilities in an effort to create transparency in all of our operations.
- For the Board of Directors, provide credible and effective oversight to the Association's work without personal bias.
- Not accept commissions, gifts, payments, loans, promises of future benefits or other items of value from anyone who has or may seek some benefit from the Delaware Nurses Association in return, other than occasional gifts of nominal value that are in keeping with good business ethics.
- Abide by the governing documents and policies of the Delaware Nurses Association.
- Be accountable for adhering to this Code of Ethics.
- Implement and follow the DNA Conflict of Interest Policy.
- Implement and follow the DNA Whistleblower Policy.
- Act at all times in accordance with the highest ethical standards and in the best interest of the Delaware Nurses Association, its members, constituents, donors and reputation.
- Openly and honestly tell the truth.
- Honor DNA commitments and promises to the best of our abilities.
- Appropriately acknowledge contributions from other individuals and organizations who help facilitate DNA goals.
- Not be deceptive in DNA fundraising activities or in prospecting for new members to join the Delaware Nurses Association.