



Ethics Policy

A+ Academic Resources adopted this Ethics Policy and requires all of its members to read and uphold the highest standards of ethical and professional behavior in the discharge of their respective duties. This crucial policy informs the organization's members about what behavior is acceptable and unacceptable. A commitment to ethics empowers people to make decisions based on integrity. As such, all members shall dedicate themselves to ethically and professionally advancing the mission of A+ Academic Resources. Therefore, the organization will ensure that all members understand ethics in relation to their role in advancing the organization's mission.

A+ Academic Resources' CEO is responsible for cultivating and maintaining an ethical organizational culture. However, all members are responsible for ethical behavior. They must uphold ethical standards of operation. The duty of loyalty requires Board members to place organizational interests and goals above personal goals and desires. It is crucial for a Board member not to place his or her interests in another organization where he or she has a formal relationship. Doing so could potentially compromise the Board member's commitment to A+ Academic Resources which amounts to a conflict of interest. As ambassadors of A+ Academic Resources, Board members must place the organization's interests above their personal interests.

When it comes to ethics, all members are charged with ethical standards of behavior. Ethical leadership is the key to establishing a strong ethical culture. Ethical leaders respect others, serve others, are just, are honest and build communities. We must live the integrity that we want to see in others. Ethical values allow people to achieve integrity by demonstrating the highest standards of behavior. The credibility of an organization is validated when it respects itself and respects, appreciates, and regards donors, volunteers, and clients as integral team members. Integrity is the supreme value in an ethical culture, so an unwavering commitment to integrity will preserve the ethical culture that the mission requires and garner the trust and confidence of the public, the primary stakeholder. Managers are accountable to all stakeholders for the organization's performance. Accountability breeds transparency in management decisions and transparency and accountability work together to ensure the organization is meeting its stated mission.

Transparency and accountability are crucial to the organization's mission and sustainability. For example, A+ Academic Resources must maintain its integrity by using funds appropriately because mishandling funds may cause the organization to lose donor support and its 501 (c)(3) designation. Leaders must promote ethical values and accountability. The proper answer to the ethics call is responsible action. Ethics is more than governance, for ethics and governance are both essential to organizational integrity. Endorsing an ethical culture means honoring ethical values through words and actions and taking proactive efforts to prevent unethical behavior. If an unethical case transpires such as using organizational resources for personal gain or engaging in relationships that present a conflict of interest, these incidents will be handled with a sense of urgency and transparency because ethical violations undermine the organization's integrity and adversely impact mission accomplishment.

An ethical culture that does not endorse unethical behavior is made possible by members who honor ethical values in their words and actions. A+ Academic Resources understands that ethics cover conflict of interest policies, evaluations and audits. Also, members are mindful that ethics overlie governance and the law. Thus, our Ethics Policy is grounded in integrity, values, transparency and accountability. Integrity is the cornerstone of every ethical organization. The organization will tap into the power of character in order to create an ethical organizational culture that motivates members to live ethical values and standards of excellence that are required for a public-service mission. The credibility and success of A+ Academic Resources is predicated upon ethical decision making in daily operations. Leadership sets the tone and standards for the organization's culture, but ethics are everyone's responsibility. An ethical culture is a powerful and impactful culture.