Ethics Pledge

169.00 CONFORMANCE WITH CODE OF ETHICS & CANNON LAW

All professional employees, independent contractors, paid consultants, volunteers, board members and members of any subsidiary boards, committees, commissions, or advisory bodies shall adhere to the Code of Ethics of Catholic Charities, U.S.A. and the Code of Canon Law of 1983 as it impacts their canonical responsibilities in carrying out the mission of Catholic Charities of the Diocese of La Crosse, Inc.

I. Introduction and Intent

It is the intent of Catholic Charities of the Diocese of La Crosse, Inc. to abide by the highest professional and ethical standards. The policy set forth below is to be considered an integral part of that effort. This policy supplements but does not supplant the Code of Ethics of Catholic Charities, U.S.A. which was adopted by the Board of Directors of Catholic Charities of the Diocese of La Crosse as its official Code of Ethics. Both documents should be adhered to and considered in light of the mission of Catholic Charities of the Diocese of La Crosse, Inc.

All professional employees, independent contractors, paid consultants, volunteers, board members and members of any subsidiary boards, committees, commissions, or advisory bodies:

1. Are prohibited from having a direct or indirect interest in the assets or leases of Catholic Charities of the Diocese of La Crosse, Inc.
2. Shall not receive any compensation for their service on such boards, committees, commissions or advisory bodies except for reasonable reimbursement for costs actually incurred in attending meetings of the same.
3. Shall not receive any preference in the application for or receipt of the services provided by Catholic Charities of the Diocese of La Crosse, Inc.
4. Shall not receive or retain any compensation for the referral of consumers, clients, volunteers, or program participants to another provider of services. Nor shall they pay any other service provider for the privilege of receiving a referral to any of the programs or services offered by Catholic Charities of the Diocese of La Crosse, Inc. This policy shall not prohibit Catholic Charities of the Diocese of La Crosse, Inc. from receiving funding from the United Way or other organization which may sponsor other social service agencies or referral lines such as First Call For Help.
5. Shall not steer or direct referrals of any consumers, clients, volunteers, or program participants or applicants to a private practice in which employees, independent contractors, or paid consultants of Catholic Charities of the Diocese of La Crosse, Inc. or their immediate family members, meaning parents, spouse, or children, have a direct financial interest. They shall not steer or direct referrals for those who are more costly to serve to other agencies or practitioners. Clients who are easier or less costly to serve will not be given any preference by Catholic Charities of the Diocese of La Crosse.
6. Shall not personally accept anything of value in return for the provision of services within the scope of their duties at Catholic Charities of the Diocese of La Crosse, Inc.

7. Shall not conduct any private practice for compensation on any premises owned, rented or leased by Catholic Charities of the Diocese of La Crosse, Inc. nor use any materials, office supplies, or business machines owned, rented or leased by Catholic Charities of the Diocese of La Crosse, Inc. in furtherance of the same.

8. Shall adhere to the professional standards governing their profession by rule of law or governing body. Examples of such rules include the Rules of Professional Conduct of Attorneys, the U.S. Bishop's Ethical and Religious Directives on Health Care and Standards of Practice of the American Nurses Association and the National Association of Social Workers.


Catholic Charities of the Diocese of La Crosse

Ethics Policy Acknowledgment and Disclaimer

I have read and understand Ethics Policy of Catholic Charities of the Diocese of La Crosse and agree to abide by its terms.

__________________________    __________
Signature                             Date

__________________________    __________
Signature of Witness                        Date