



Arizona Association for Gifted and Talented Code of Ethics

AAGT Core Values:

In accordance with our 2019 Strategic Plan we agree that we are people of integrity who adapt to what is necessary to forward our strategic vision and provide advocacy and innovative solutions to help our gifted and talented community thrive through servant leadership to execute our mission.

Core Principle:

As ORGANIZATION professionals, we are ethically responsible for promoting and fostering fairness and justice for all members.

Intent:

To create and sustain an environment that encourages all individuals and the organization to reach their fullest potential in a positive and productive manner.

Guidelines:

1. Respect the uniqueness and intrinsic worth of every individual.
2. Treat people with dignity, respect, and compassion to foster a trusting work environment free of harassment, intimidation, and unlawful discrimination.
3. Ensure that everyone has the opportunity to develop his or her skills and new competencies.
4. Assure an environment of inclusiveness and a commitment to diversity in the organizations we serve.
5. Develop, administer and advocate policies and procedures that foster fair, consistent and equitable treatment for all.
6. Regardless of personal interests, support decisions made by our organization that are both ethical and legal.
7. Act in a responsible manner and abide by the rules of engagement.

Rule of Engagement:

- I will express myself with civility, courtesy, and respect for every member of the organization, especially toward those with whom I disagree-even if I feel disrespected by them.
- I will express my disagreements with other members' ideas without insulting, mocking, and slandering them personally.
- I will not exaggerate others' beliefs nor make unfounded prejudicial assumptions based on labels, categories, or stereotypes.
- I will always extend the benefit of the doubt, that the desire to serve is for the greater good of the organization and not one's own benefit.
- I will participate in the board's accountability by not talking about others' responses outside of the group in a disparaging way and by listening respectfully to others whose opinions may differ from mine.
- I will speak for myself and let others speak for themselves, listening to them when they do.
- I will respect the method of discussion and order that allows for all ideas to be heard.

- I will communicate verbally and in writing including email, within these guidelines.
- I will respect the confidentiality of the Board’s business, decisions and meetings.
- I will actively support the AAGT and will support Board decisions once they are made. I will address personal concerns or differences of opinion directly and privately with the President.
- I will read the Code of Ethics annually and agree to abide by them during my term as a Board member.

Conflict of Interest:

Definition:

A **conflict of interest** (COI) is a situation occurring when an individual or organization is involved in multiple interests, one of which could possibly corrupt the motivation. The presence of a **conflict of interest** is independent of the occurrence of impropriety.

Core Principle:

As ORGANIZATION professionals we must maintain a high level of trust with our stakeholders. We must protect interests of our stakeholders as well as our professional integrity and should not engage in activities that create actual, apparent, or potential conflicts of interest.

Intent:

To avoid activities that is in conflict or may appear to be in conflict with any of the provision of the Code of Ethics or with one’s responsibilities and duties as a member of the nonprofit organization.

Guidelines:

1. Refrain from using your position for personal, material, or financial gain or the appearance of such.
2. Refrain from giving or seeking preferential treatment.
3. Prioritize your obligations to identify conflicts of interest or the appearances thereof; when conflicts arise, disclose them to relevant stakeholders.

Print Name _____

Signature _____

Date _____