

President's Policy

Number: PP-01-R1

Effective Date: May 2024

Title: Ethics

POLICY:

The Kurdish Community of Southern California (KCSC) members demonstrate the highest standards of personal integrity, truthfulness, and honesty; they strive to inspire the community-in-large confidence and trust in KCSC; and recognize that their work is voluntary and personal gains from community service are limited to respect and recognition.

Ethical conduct is an organizational, as well as an individual, responsibility. Decisions are made in the best interest of KCSC with the overall community's interest in mind. Special care is taken to establish and maintain professional relationships with fellow members, other Kurds who are not members of KCSC, other organizations, lobbyists, elected officials, and other internal and external partners.

All members are expected to consider KCSC's interest as a priority, and work toward its betterment and advancement. They are expected to refrain from sharing community scheduled activities and events with other organizations, private companies, and non-members before they are officially approved by the board and are published through KCSC's official approved social media outlets, website, and newsletters.

INTENDED RESULTS:

The intent of this policy is to ensure that sound ethical practices and policies are enforced throughout KCSC, and that the organizational climate promotes ethical conduct and inhibits the opportunity for unethical conduct.

This policy is meant to provide an overview of ethics and acceptable ethical standards. Specific responsibilities are addressed in KCSC's bylaws and policies.

RESPONSIBILITIES:

Board members and chairs of committees:

- Exemplify ethical standards in KCSC meetings, events and on social media.

- Establish an ethical climate in their community network, including controls and procedures that eliminate or reduce the opportunity for unethical conduct.
- Ensure inclusivity and show respect for all members, regardless of their age, political affiliation, religious beliefs, marital status, and sexual orientation.

All members:

- Perform their duties and responsibilities with honesty, objectivity, and integrity.
- Treat their membership as a community trust. The authority, resources, and the decisions made are in the community's interest. Actions are not taken for personal benefit or interest.
- Make independent, objective decisions based on merit, and avoid actual, potential, and apparent conflicts of interest and improper influences.
- Ensure that KCSC members have an opportunity to openly participate in important decisions and receive appropriate feedback regarding the community's programs, and activities.
- Set a positive example of leadership, volunteer service, and good citizenship by following both the letter and the spirit of bylaws, and policies applicable to KCSC members.

APPLICABILITY:

This policy applies to all KCSC members.

INCOMPLIANCE:

Violations of this policy will be dealt with on a case-by-case basis, and may result in warnings, temporary membership suspension, and/or termination.



Dyari Ahmed
President

05/07/2024

Date Signed