



Have you walked your mile today?

CODE OF ETHICS

Colorado Walks officers, advisors, employees, and volunteers are expected to comply with the following Code of Ethics:

- ♦ **PERSONAL AND PROFESSIONAL INTEGRITY** – Officers, advisors, employees, and volunteers shall act with honesty, integrity, and respect for all individuals with whom they conduct business.
- ♦ **LEGAL AND ETHICAL COMPLIANCE** – Officers, advisors, employees, and volunteers conduct themselves in a manner that complies with applicable laws and regulations in Colorado and the cities, and counties in which we operate.
- ♦ **VALUING DIVERSITY** – Colorado Walks promotes diversity and inclusiveness in all of its employment practices. We promote a working environment where every employee is valued, treated fairly, and given the opportunity to use their talents and abilities.
- ♦ **STEWARDSHIP** – Colorado Walks manages its funds and resources prudently and serves as a responsible steward of its assets. Our reports, documents, and financial statements reflect accurate reporting with clear public disclosure.
- ♦ **CONFLICT OF INTEREST** – To prevent conflicts of interest from creating actual or potential impropriety that could undermine our effectiveness and reputation, Colorado Walks has adopted a Conflict of Interest Policy.
- ♦ **GOVERNANCE** – The Board of Directors serves as an active and independent governing body responsible for policy formulation, decision-making, and oversight. All officers, advisors, employees, and volunteers adhere to the Colorado Walks' Bylaws.

Any officer, advisor, employee, or volunteer who believes the Code of Ethics has been violated is obligated to promptly report their concerns to the Board of Directors and/or to the Advisory Committee. All reports of a suspected violation will be investigated and acted upon in confidence to the extent possible. Upon completion of the investigation, Colorado Walks will take such action as it deems appropriate under the circumstances. If it is found, as a result of a thorough investigation, that an officer, advisor, employee, or volunteer has violated the Colorado Walks' Code of Ethics, they may be subject to disciplinary action up to and including dismissal.

Colorado Walks will not tolerate retaliation against anyone who makes a good faith report or who cooperates with the investigation of a complaint.