

Catholic Charities USA Code of Ethics

Summary

The Code of Ethics is divided into the following sections:

I. Scriptural/Theological Foundations

- The Scriptural/Theological Foundations section addresses the mission of Catholic Charities.

II. Principles of Catholic Social Teaching

- Human Dignity
 - Each person is made in the image of God and has inherent dignity.
 - Each person must be respected from conception to natural death.
- Common Good
 - There is a universal destination of all created things, that all persons have the right to access all that they need in order to reach their fulfillment.
- Subsidiarity
 - Decisions should be made at the lowest possible level, should involve those who are capable of decision-making and who will be impacted by those decisions, and should empower those who are most in need.
- Solidarity with the Poor
 - The most poor and vulnerable persons and families have a special claim to our services and programs.

III. Fundamental Values

- Truth
 - Transparency and accountability will always be pursued in our communication and work.
- Freedom
 - We will always assist our clients, staff and volunteers to live in socially responsible freedom and to exercise their authentic autonomy.
- Justice
 - It is a matter of justice that all clients have the right to self-actualization and to reach their potential as beings created in the image and likeness of God.
- Love
 - Love – caritas – will be the chief identifying characteristic and element of our work and life.

IV. Ethical Standards

- Responsibility to Clients
 - Attention to obligations to the people we serve, such as Client rights
 - Best interest of clients
 - Boundary Issues/Dual Relationships
 - Beginning of Client Relationship
 - Informed Consent
 - Confidentiality
 - Clients as Research Subjects
 - Release of Information
 - Quality Service/Competence
 - Duty to Warn/Duty to Protect
 - Duty to Report
 - Best Interest of Client

- Non-Discrimination
- Religious Identity
- Cultural Sensitivity
- Conflicts of Interest
- Standard for Service
- Fees
- Non-Involvement of Clients in Colleague Conflicts
- Referrals
- Termination of Service
- Boards/Governance
 - Best ethical duties in maintaining Corporate Integrity
 - Autonomy of Governance consistent with the agency's mission and bylaws
 - Fiduciary Duty
 - Financial accountability
 - Relationship of the Corporation with such partners as the arch/diocese, parishes, and donors
- CEO/Management Team Responsibilities
 - Ethics Leadership
 - Organizational Renewal and Development
 - Staff Competence
 - Technology
 - Board Communication/Relationships
 - Alternative Sources of Revenue
- Staff/Volunteer/Agency Relationships
 - Standards relating to the organization's responsibility to staff and volunteers
 - Non-discrimination
 - Competent supervision
 - Staff Responsibility to Organization
 - Colleague Relationships
- Social Responsibility
 - Mission Engagement in service as well as social change and social justice
 - Coalition-Building
 - Disaster Response
- Resource Development/Funding Responsibilities
 - Ethical Guidelines on dealing with public and private contractors
 - Foundations/Corporations/Grant Making Bodies
 - Fundraising and Marketing Activities
 - Investments
- Research
 - Ethical responsibility in the delivery of evidence-based interventions
 - Participation and monitoring of research protocols
 - Collection and dissemination of agency statistical data

Employee's Signed Acknowledgement of Receipt

Date