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