

**GATEWAY**  
**CODE OF ETHICS**  
for  
BOARD OF DIRECTORS and STAFF

**I will do my best to ensure that the rights and dignity of all persons served are protected regardless of disability (disadvantage) or other potential deficit areas (life challenges).**

**I will do my best to ensure that Gateway meets the needs of persons served given available resources, keeping in mind that input from persons served is critical in all processes.**

**I will respect the value and dignity of all individuals.**

**I will do my best to promote the integrity of Gateway and ensure that the organization merits the trust and support of the public.**

**I will conduct myself in all business, financial, marketing, and other matters in such a way that is in line with common established standards of justice, ethics, honesty, and good morals.**

**I will uphold all applicable laws and regulations, going beyond the letter of the law to protect and/or enhance Gateway's ability to meet its mission.**

**I will take no action that could benefit me personally at the unwarranted expense of Gateway, avoiding even the appearance of a conflict of interest.**

**I will strive for personal and professional growth to improve my effectiveness.**