

Code of Conduct and Anti-Discrimination Policy

I. Code of Conduct

At Guided Path Terminal Cancer Support ("the Organization"), we are committed to fostering a compassionate, professional, and respectful environment for our clients, volunteers, staff, and community partners. This Code of Conduct outlines the expectations for behavior and conduct to ensure we uphold our mission and values.

1. General Expectations

All individuals associated with the Organization are expected to:

- Treat clients, colleagues, and community members with dignity, respect, and kindness at all times.
- Maintain confidentiality regarding sensitive or personal information related to clients, staff, and the Organization.
- Act with honesty, integrity, and transparency in all interactions and decisions.
- Refrain from any behavior that could harm the reputation of the Organization or compromise the well-being of clients and colleagues.

2. Professionalism

- Perform assigned duties to the best of one's ability and in alignment with the Organization's mission and values.
- Communicate openly and respectfully, avoiding any form of harassment, intimidation, or disruptive behavior.
- Report any conflicts of interest or situations that could impair professional judgment or objectivity.

3. Compliance

- Adhere to all applicable laws, regulations, and policies of the Organization.
- Report any observed violations of this Code of Conduct to the appropriate supervisor or designated representative promptly.

4. Accountability

- Accept responsibility for one's actions and strive to continuously improve performance.
- Support and encourage colleagues and volunteers in achieving shared goals.

II. Anti-Discrimination Policy

Guided Path Terminal Cancer Support is committed to providing an inclusive and equitable environment free from discrimination, harassment, or bias. This policy applies to all staff, volunteers, clients, and stakeholders.



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1. Non-Discrimination Statement

The Organization prohibits discrimination or harassment based on race, color, religion, gender, gender identity or expression, sexual orientation, national origin, age, disability, marital status, socioeconomic status, or any other characteristic protected by applicable law.

2. Equal Opportunity

We are dedicated to ensuring equal opportunities in all aspects of our work, including recruitment, volunteer participation, service delivery, and partnerships. Everyone involved with the Organization has the right to feel valued and respected.

3. Harassment-Free Environment

Harassment of any kind, including verbal, physical, sexual, or psychological abuse, will not be tolerated. Harassment includes but is not limited to:

- Offensive remarks or jokes.
- Unwelcome physical contact or advances.
- Hostile or intimidating behavior.

4. Reporting and Resolution

- Any incidents of discrimination, harassment, or violations of this policy should be reported to a supervisor or designated representative promptly.
- The Organization will investigate all complaints thoroughly, fairly, and confidentially.
- Retaliation against individuals who report violations or participate in investigations is strictly prohibited.

5. Consequences of Violations

Individuals found in violation of this policy may face disciplinary actions, up to and including termination of their association with the Organization.

III. Acknowledgment

By participating in Guided Path Terminal Cancer Support's activities, all individuals agree to uphold this Code of Conduct and Anti-Discrimination Policy. Together, we can create a positive, inclusive, and respectful environment that supports our mission to ease the burdens of those navigating terminal cancer.

Signature: Name: _____

Signature: _____

Date: _____

