



Code of Ethics

The California Endowment's Code of Ethics is intended to serve as a guide to the everyday professional conduct of employees in our efforts to improve the health for all Californians and create a healthy working environment. The creation of this Code is the result of an organization-wide participatory effort in which all of The Endowment's staff shared their ideals surrounding ethical behavior.

- Fiscal Responsibility** We are committed to using The Endowment's resources wisely, and in managing these resources, we are responsible to the people of California.
- Accountability** We are committed to producing the highest quality of work throughout the organization, taking responsibility for our actions, and avoiding potential conflicts of interest.
- Integrity** We are committed to acting honestly, in accordance with external laws and regulations and internal policies, and in such a way that inspires trust and confidence in each other.
- Respect** We are committed to showing respect and consideration for all, which includes courtesy, compassion, the celebration of diversity, and a commitment to listening to the ideas of others.
- Openness** We are committed to being responsive and inclusive, to ensuring that avenues for communication are accessible to all, and to sharing information openly and honestly, consistent with our privacy and confidentiality obligations.
- Equity** We are committed to recognizing and appreciating the achievements and contributions of all, and to holding every person to the highest standards of ethical behavior.