



GIRLS INCORPORATED[®] OF INDIANAPOLIS
STATEMENT OF ETHICAL PRINCIPLES
(Adopted June 17, 2008)

Our Purpose

Girls Incorporated of Indianapolis exists to fulfill our mission: inspiring all girls to be strong, smart, and bold. As board and staff members, we believe that female children have certain rights that must be respected and upheld. We commit ourselves to accomplishing our mission by providing excellent programs for girls and by upholding the following girls' rights:

1. The right to be themselves and to resist gender stereotypes
2. The right to express themselves with originality and enthusiasm
3. The right to take risks, strive freely, and to take pride in their successes
4. The right to accept and appreciate their own bodies
5. The right to have confidence in themselves and to be safe in the world
6. The right to prepare for interesting work and economic independence

Our Conduct

We expect our board and staff to always behave in the best interests of the girls we serve. All of our actions must be aligned to reflect our care and concern for the girls engaged in our programs. In order to live up to that commitment, we agree to the following standards of conduct:

- We will be honest and trustworthy in all of our work with all of our stakeholders.
- We will abide by all laws and regulations applicable to the organization, and we also will hold ourselves obedient to the highest behavior standards—including those that are not legally enforceable.
- We will be courageous in our decision making, outspoken in pursuit of excellence, and true to our organizational purpose.
- We will accomplish our work in a way that is respectful to everyone involved--girls, parents, community partners, volunteers, staff, board, and other stakeholders.
- We will make all of our decisions in a fair and transparent manner, and all board and staff members will sign our separate Conflict of Interest Policy statement annually.
- We will conduct our leadership activities in a positive manner exemplified by open communication, creativity, dedication to purpose, and compassion.

Stewardship

We recognize that we accomplish our mission only through the generosity and trust of the greater Indianapolis community, including all donors and volunteers. We hold ourselves accountable to the community according to the following principles:

- We will always honor the intent expressed by our donors, and we will strive to use all resources in the most efficient and effective manner possible.
- We will use the assets and resources of Girls Incorporated only for the benefit of the girls we serve.
- We will establish collaborative partnerships that provide ways for each organization to achieve its goals in serving girls while minimizing the cost to the broader community by sharing meeting space, curriculum and skilled trainers.

- We will challenge ourselves and our partners to ensure that we have the maximum positive impact on the lives of the girls we serve.
- We will respect the value of each partner's contribution to our mutual efforts, and we will share appropriate credit for the success of our collaboration.
- We will always represent ourselves to donors, volunteers, collaborative partners, and to the broader community in a forthright and accurate manner.
- We strive for success in all our ventures; however, we may occasionally fail as we boldly pilot new processes. We commit ourselves to reflect on and to learn from our failures because we believe that improvement will come from this type of learning.
- We dedicate ourselves to continuous improvement of our services to girls. We will do this regularly by assessing our own performance and by seeking input from others about how we can improve.

Transparency

We believe that Girls Incorporated of Indianapolis is accountable to all its stakeholders for its service to girls and for its use of resources for that purpose. In order to assist girls, parents, donors, program partners, volunteers, and all community stakeholders in assessing our performance, we agree to make the following information public by posting it on our website—www.girlsincindy.org:

- Mission Statement
- Statement of Ethical Principles
- Current Information about our Programs and Events
- Current IRS 990 statement
- Current Annual Report, including information from our latest audit and a list of our donors.
- List of our Board of Directors

We will also honor any reasonable request for additional information about Girls Incorporated of Indianapolis that does not violate the privacy of the girls we serve, their parents, our employees, board members, volunteers, or any other stakeholder who has provided us with confidential data in good faith.

Accountability Agreement

This document is to be executed annually by all board and staff members of Girls Incorporated to document our intent to hold each other accountable to our ethical principles. Violations of this agreement will be reviewed by the Chief Executive Officer (for staff) or by the Executive Committee (for the CEO and board members) and appropriate consequences will be applied—up to, and including, termination of employment or dismissal from the board.