

**TAZEWELL COUNTY
POLICY MANAGEMENT TEAM
FOR AT RISK YOUTH AND FAMILIES**

BY-LAWS

ARTICLE I – NAME

The name of this organization shall be the **Tazewell County Community Policy and Management Team** for At-Risk Families, hereinafter referred to as the “CPMT”.

ARTICLE II – CODE OF ETHICS

1. PURPOSE

The Tazewell County Community Policy and Management Team (CPMT) Code of Ethics is structured to identify principles, practices and policies found in the CSA Policy Manual that shall be followed by the CPMT, Family Assessment and Planning Team (FAPT), staff, and individual agency representatives seeking funding through the Comprehensive Services Act (CSA). All Team members, staff, and individuals seeking CSA Funding are enjoined to adhere to legal, moral and professional standards of conduct in the fulfillment of their professional responsibilities. Such standards of professional conduct as set forth in this Code of Ethics are issued in order to enhance the performance and integrity of all persons engaged in Tazewell County CSA operations and activities.

2. CODE OF ETHICS

Each Team Member shall adhere to the following Code of Ethics:

- Team members shall act with integrity and in an ethical and professional manner in their interactions with each other.
- Team members shall use proper care and exercise independent professional judgement in the performance of their duties.
- Team members shall maintain confidentiality about all matters that are considered in closed meetings.
- Team members are required to be familiar and comply with the provisions of the State and Local Government Conflict of Interests Act §2.2-3100 et seq. of the Code (the Conflict Act).
- Team members shall recuse themselves and will not participate in the consideration of any matter or attempt to affect the outcome of any issues before the Team when to do so might result in even the appearance of conflict of interests as defined by the Conflict Act.
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Team when to do so might result in even the appearance of conflict of interests as defined by the Conflict Act.

- Team members will respectfully consider the opinions of others during deliberations, strive for integration of viewpoints or consensus building in decision-making, and will respect the corporate judgement of the Teams.

Each Team member, staff agency representative and individual seeking CSA funding shall adhere to the following Code of Ethics:

- Properly administer the affairs of CSA
- Conduct oneself with honesty, treat others with respect and adheres to the highest moral principals in the performance of duties.
- Be faithful, diligent, and dependable in discharging your duties to uphold at all times the laws and CSA policies and procedures that protect the rights of others.
- Not practice, condone, facilitate or collaborate with any form of discrimination on the basis of race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, mental or physical disability.
- Respect and protect confidential and privileged information.
- Accept not gratuity, promise or other favor which would compromise your integrity.
- Seek to find and employ the most efficient and economical ways of getting goals accomplished and exercise prudence in the management of CSA funds.
- Evaluate all decisions so that the best service or product is obtained at minimal cost without sacrificing quality and fiscal responsibility.
- Strive for professional excellence by maintaining and enhancing professional knowledge, skills, and abilities.
- Expose corruption wherever discovered.
- Hold ourselves accountable for adhering to this Code of Ethics.

As Reviewed, Revised and Approved by the Tazewell County CPMT by:

Chairperson _____ Date _____