

## **Corporate Code of Ethics**

The success of FCSA is dependent on the trust and confidence we earn from our employees, clients and members of our community. To gain that trust and credibility we expect all employees to observe the highest standards of ethics and integrity in their conduct and to adhere to FCSA's Corporate Code of Ethics and standards of conduct and to report failures of other employees or contractors to conduct themselves in accordance with those standards. Success and credibility becomes possible by following a basic standard of ethical behavior that includes:

- Adhering to the highest standards of ethical business and clinical professional conduct;
- Acting honestly, truthfully and with integrity in all our transactions and dealings;
- Being responsible, transparent and accountable for all of our actions;
- Avoiding conflicts of interest;
- Appropriately handling actual or apparent conflicts of interest in our relationships;
- Maintaining appropriate boundaries to avoid the appearance of inappropriate behavior;
- Treating every individual with respect;
- Treating our clients and their family members with respect;
- Treating our employees with respect, fairness and providing conditions of employment that safeguard their rights and welfare;
- Encouraging professional development for our employees;
- Supporting a no-reprisal approach for reporting and employee communications
- Acting responsibly toward the communities in which we work and serve;
- Being a good corporate citizen;
- Educating others on FCSA Code of Ethics.

Our Code of Ethics is an important guide and moral compass for our organization because we are only able to maintain credibility by adhering to standards of our code of conduct, displaying honesty and integrity, honoring our commitments, reaching our goals and providing services only through honorable conduct.