

Big Gay Mens Organization Code of Conduct

Personal and Professional Integrity – All board members, volunteers and staff of Big Gay Mens Organization, herein referred to as “BGMO”, act with honesty, integrity and openness in all their dealings as representatives of the organization. We promote a working environment that values respect, fairness and integrity.

Fulfillment of our Mission – BGMO has a clearly stated mission and purpose, approved by the Board of Directors, in pursuit of the public good. We are mission-focused, and maintain our relevance by meeting needs of our constituent organizations in a changing environment.

Legal Compliance – BGMO is knowledgeable of, stays current with, and complies with all applicable laws and regulations.

Responsible Governance – BGMO has an active and effective governing body that is responsible for setting the mission and strategic direction of the organization and oversight of the finances, operations and policies of the organization. Governance transparency is essential to our operation.

Responsible Stewardship - Maintaining effective governance and management, BGMO generates adequate resources, manages resources effectively, supports and recognizes its volunteers, and appropriately compensates staff. BGMO abides by clear conflict of interest policies and avoids abuse of power. We exercise due diligence in all program and fiscal matters including the generation, management and acceptance of funds. We strive to be good charitable citizens and do our best to avoid participation in any activity that would be detrimental to our organization and the community.

Fiscal Integrity – BGMO raises funds from public and private corporations and donors and is truthful in its solicitation materials. Funds are utilized to further our mission and the advancement of our clientele, and are expended consistent with the intent of the donor.

Openness and Disclosure – BGMO provides comprehensive, accurate and timely information to the public, the media and all stakeholders and is responsive in a timely manner to reasonable requests for information.

Diversity and Inclusiveness - BGMO advocates the value of diversity and inclusiveness, and work to expand our understanding and proficiency. BGMO attends to the dynamics of difference, knowing that multiple viewpoints and shared solutions are essential to effective actions. BGMO promotes inclusiveness. Our staff, consultants, Board, volunteers and vendors reflect the diversity of our community. Diversity and inclusiveness enrich our programmatic, governance and organizational effectiveness.

Collaboration – BGMO works in a collegial and accessible manner with clients, funders, colleagues and other stakeholders to leverage available community resources for greatest impact and benefit to our communities, and to further the interests and advancement of our clients.

Gifts, Entertainment, and Favors – BGMO members must not accept entertainment, gifts, or personal favors that could, in any way, influence, or appear to influence, business decisions in favor of any person or organization with whom or with which the Organization has, or is likely to have, business dealings. Similarly, members must not accept any other preferential treatment under these circumstances because their positions with the Organization might be inclined to, or be perceived to, place them under obligation to return the preferential treatment.

Kickbacks and Secret Commissions - Regarding the Organization's business activities, employees may not receive payment or compensation of any kind, except as authorized under the Organization's policy and procedures. In particular, BGMO strictly prohibits the acceptance of kickbacks and secret commissions from suppliers or others. Any breach of this rule will result in immediate termination and prosecution to the fullest extent of the law.