

CODE OF CONDUCT

Approved by Executive Committee, 3/7/25

Approved by Governance Committee, 4/16/25

A code of conduct encourages the development of a spirit of collective decision-making, shared objectives, and shared ownership of the purpose and mission of the Hennepin County Children's Mental Health Collaborative (HCCMHC). HCCMHC recognizes that contracted staff and persons involved in governance activities are leaders, models, and representatives of the Collaborative.

All contracted staff and Governance Committee members, Executive Committee members, Workgroup Members and Parent Catalyst Leadership Group members are expected to conduct themselves in such a way that their personal and professional conduct does not have a negative effect on services or reflect badly on HCCMHC's public image, reputation, or credibility.

All Governance Committee, Executive Committee, Workgroup Members and Parent Catalyst Leadership Group members or contracted staff members will sign the code of conduct annually and will be expected to fully comply with such Code of Conduct.

As an HCCMHC participant:

- I value equal partnership between families, providers, and policy makers and I am committed to engaging family and community members as invested stakeholders and systems builders.
- I will respect and promote the unique identity of each youth, family, contracted staff, and Governance Committee, Executive Committee, Workgroup Members and Parent Catalyst Leadership Group members refrain from stereotyping or discriminating on the basis of gender, race, ethnicity, culture, religion, or disability.
- I will support and participate in a collaborative approach to decision making.
- I will behave and interact respectfully while participating on the Collaborative leadership or workgroups or representing the organization within the community.
- I will not make public statements under the auspices of a Collaborative title without the appropriate approval.
- I will not disclose private or confidential information about HCCMHC Governance Committee, Executive Committee, Workgroup Members and Parent Catalyst Leadership Group or contracted staff.
- I understand that I am prohibited from using my position as contracted staff or Governance Committee, Executive Committee, Workgroup Members and Parent Catalyst Leadership Group members for purposes which are, or give the appearance of being, motivated by a

desire for private gain for myself or others, such as those with family, business or other ties as stated in the HCCMHC Conflict of Interest Policy.

- I will respect and uphold the legal authority of the Governance Committee to establish, review, or revise the standards of conduct for individuals participating on the Collaborative.
- I will follow and uphold all sections contained in HCCMHC Bylaws Articles 1 (Governance Committee) and 4 (Committees).
- I will follow and uphold the HCCMHC Gift Policy.

NAME

DATE

- ☐ Governance Committee and/or Executive Member
- ☐ Parent Catalyst Leadership Group
- ☐ Contracted Staff