



**Pikes Peak BEST
(Boosting Engineering, Science, and Technology)**

Code of Ethical Behavior

Revision History

Rev	Date	Impact	Summary of Changes
Ver 01	May 18, 2020	Major	Initial release
Ver 01	May 21. 2020	Major	Adopted by Board

PROFESSIONAL RESPONSIBILITY

Core Principle

As board and committee members, we are responsible for adding value to Pikes Peak BEST and contributing to the ethical success of this organization. We acknowledge our individual decisions and actions directly impact Pikes Peak BEST. We are also advocates for Pikes Peak BEST by engaging in activities that enhance its credibility and value.

Intent

- To build respect, credibility and strategic importance for the board and committee members within our organizations, the business community, and the communities in which we work.
- To assist Pikes Peak BEST in achieving its objectives and goals.
- To inform and educate current and future practitioners, the organizations we serve, and the general public about principles and practices that help the STEM community.
- To positively influence BEST robotics and the STEM community.
- To encourage professional decision-making and responsibility.
- To encourage social responsibility.
- To encourage life-long learning.

Guidelines

1. Adhere to the highest standards of ethical and professional behavior.
2. Measure the effectiveness of our programs in contributing to or achieving Pikes Peak BEST goals.
3. Comply with the law.
4. Work consistent with the values of BEST Robotics.
5. Strive to achieve the highest levels of service, performance and social responsibility.
6. Advocate for the appropriate use and appreciation of human beings as employees or volunteers.
7. Advocate openly and within the established forums for debate in order to influence goal oriented decision-making and results.

PROFESSIONAL DEVELOPMENT

Core Principle

As board and committee members we must strive to meet the highest standards of competence and commit to strengthen our competencies on a continuous basis.

Intent

- To expand our knowledge of BEST Robotics and STEM Education to further our understanding of how Pikes Peak BEST functions.
- To advance our understanding of how organizations work ("the business of the business").

Guidelines

1. Pursue formal academic opportunities and workshops where applicable.
2. Commit to continuous learning, skills development and application of new knowledge related to both human resource management and the organizations we serve.
3. Contribute to the body of knowledge, the evolution of Pikes Peak BEST and the growth of individuals through teaching, research and dissemination of knowledge.
4. Pursue certification where available and applicable, or comparable measures of competencies and knowledge.

ETHICAL LEADERSHIP

Core Principle

Board and committee members are expected to exhibit individual leadership as a role model for maintaining the highest standards of ethical conduct.

Intent

- To set the standard and be an example for others.
- To earn individual respect and increase our credibility with those we serve.

Guidelines

1. Be ethical; act ethically in every professional interaction.
2. Question pending individual and group actions when necessary to ensure that decisions are ethical and are implemented in an ethical manner.
3. Seek expert guidance if ever in doubt about the ethical propriety of a situation.
4. Through teaching and mentoring, champion the development of others as ethical leaders in the profession and in organizations.

FAIRNESS AND JUSTICE

Core Principle

As board and committee members, we are ethically responsible for promoting and fostering fairness and justice for all employees and their organizations.

Intent

- To create and sustain an environment that encourages all individuals and the organization to reach their fullest potential in a positive and productive manner.

Guidelines

1. Respect the uniqueness and intrinsic worth of every individual.
2. Treat people with dignity, respect and compassion to foster a trusting work environment free of harassment, intimidation, and unlawful discrimination.
3. Ensure that everyone has the opportunity to develop their skills and new competencies.
4. Assure an environment of inclusiveness and a commitment to diversity in the organization we serve.
5. Develop, administer and advocate policies and procedures that foster fair, consistent and equitable treatment for all.
6. Regardless of personal interests, support decisions made by our organization that are both ethical and legal.
7. Act in a responsible manner and practice sound management in the state(s), counties and cities in which Pikes Peak BEST operates.

CONFLICTS OF INTEREST

Core Principle

As board and committee members, we must maintain a high level of trust with our stakeholders. We must protect the interests of our stakeholders as well as our professional integrity and should not engage in activities that create actual, apparent, or potential conflicts of interest.

Intent

- To avoid activities that are in conflict or may appear to be in conflict with any of the provisions of this Code of Ethical and Professional Standards or with one's responsibilities and duties as a member of the not-for-profit consulting profession and/or as an employee of any organization.

Guidelines

1. Adhere to and advocate the use of published policies on conflicts of interest within Pikes Peak BEST, Rocky Mountain BEST and BEST Inc.
2. Refrain from using your position for personal, material or financial gain or the appearance of such.
3. Refrain from giving or seeking preferential treatment in the human resources processes.
4. Prioritize your obligations to identify conflicts of interest or the appearance thereof; when conflicts arise, disclose them to relevant stakeholders.

USE OF INFORMATION

Core Principle

Board and committee members consider and protect the rights of individuals, especially in the acquisition and dissemination of information while ensuring truthful communications and facilitating informed decision-making.

Intent

- To build trust among all organization constituents by maximizing the open exchange of information, while eliminating anxieties about inappropriate and/or inaccurate acquisition and sharing of information

Guidelines

1. Acquire and disseminate information through ethical and responsible means.
2. Ensure only appropriate information is used in decisions affecting the employment relationship.
3. Investigate the accuracy and source of information before allowing it to be used in employment related decisions.
4. Maintain current and accurate HR information.
5. Safeguard restricted or confidential information.
6. Take appropriate steps to ensure the accuracy and completeness of all communicated information about HR policies and practices.
7. Follow applicable state and federal laws concerning the release of personal information.
8. Ensure that student information is protected in every extent possible while still being able to use that information in the operation of Pikes Peak BEST.



This work was derived from a document published by the Foraker Group. Works were modified to fit specific needs and requirements of Pikes Peak BEST.