

Rising Treetops at Oakhurst

Policy & Procedures

STANDARDS OF CONDUCT POLICY

It is the intent of Rising Treetops at Oakhurst (RTO) to strive for the highest ethical conduct from all of its officers, directors, employees and related parties. RTO is particularly sensitive to individuals who hold management and governance positions of trust. Accordingly, all officers, directors, employees and related parties are required and expected to exercise the highest ethical standards of conduct and practice fundamental honesty at all times.

In support of RTO's standards of high ethical conduct, each officer, director, employee and related party WILL NOT:

- Deceive, defraud, or mislead the RTO directors, officers, staff members, managers, or other employees, or those with whom RTO has business or other relationships.
- Misrepresent RTO in any negotiations, dealings, contracts or agreements.
- Misrepresent any professional licensing, certification or credentialing required for a professional or clinical position and will provide documentation of records upon hiring or when requested.
- Divulge or release any information of a proprietary nature without appropriate approval.
- Obtain a personal advantage or benefit due to relationships established by any officer, director, or staff member or by use of the name Rising Treetops at Oakhurst.
- Carry out any personal financial transactions between employees or volunteers and persons receiving services which may be construed as exploitation of that person or result in greater benefit to the employee or volunteer than to the person.
- Accept personal gifts or tips of any kind from outside suppliers, clients or client families in connection with the officer's, director's or employee's relationship with RTO. Gifts given to staff and/or clients as a whole are considered in-kind donations to the organization and are acceptable. Any concerns related to offers of personal gifts or tips are to be reported.
- Withhold their best efforts to perform their duties to acceptable standards.
- Engage in unethical business practices of any type.
- Use RTO property or financial resources for personal benefit.

- Use the services of the RTO staff without the appropriate approval.
- Distribute, sell, possess, purchase, display, be under the influence of or consume illegal substances, cannabis items (defined by NJCREAMMA as any usable cannabis, cannabis product, cannabis extract, and any other cannabis resin) or alcohol while at the workplace or while performing in a work-related capacity.
- Come to work, or work, if their ability to perform their job is impaired due to the use of alcohol, cannabis items, a controlled substance, an illegal substance or a prescribed medication.
- Bring any form of firearms or other weapons in or on RTO property, or to any situation where a client is present.
- Employees and volunteers shall treat all client information about the person being served as confidential and utilize such information in a professional manner at all times.
- Violate any applicable laws, ordinances or RTO policies.
- Discriminate based on race, color, religion, sex, sexual orientation, national origin, age, physical or mental impairment, or veteran status.
- Encourage, direct, facilitate or permit, either actively or passively, non-compliant behavior.
- Fail to report actual or suspected misconduct which the individual has a good faith belief is occurring, including actual or potential violations of laws, regulations, policies and/or procedures.

Infractions of the Standards of Conduct are to be reported directly to:

Primary Contact:

Mindy Downey, Corporate Compliance Officer, 212-533-4020 or 718-496-2826 or
 mdowney@risingtreetops.org

Alternative Contacts (in the case of Ms. Downey's absence or a potential conflict):

Andrew Marrus, Board of Directors Corporate Compliance Liaison, 917-359-2374 or
 boardcompliance@risingtreetops.org

Robert Pacenza, Executive Director, 212-779-2725 or 917-363-9524 or
 rpacenza@risingtreetops.org

RTO ANONYMOUS COMPLIANCE HOTLINE, 212-533-4022

As further assurance of protection from retaliation, callers to the Compliance Hotline may remain anonymous.