



Promotion of Ethical Conduct Policy

As a nonprofit organization at the forefront of supporting our military, veterans, and their beloved pets, Guardian Angels for Soldier's Pet's policy is to uphold the highest legal, ethical, and moral standards.

Our donors and volunteers support Guardian Angels for Soldier's Pet© because they trust us to be good stewards of their resources, and to uphold rigorous standards of conduct.

Our reputation for integrity and excellence requires the careful observance of all applicable laws and regulations, as well as a scrupulous regard for the highest standards of conduct and personal integrity.

Guardian Angels for Soldier's Pet© will comply with all applicable laws and regulations and expects its directors, officers, and management volunteers to conduct business in accordance with the letter and spirit of all relevant laws; to refrain from any illegal, dishonest, or unethical conduct; to act in a professional, businesslike manner; and to treat others with respect. Directors and officers should not use their positions to obtain unreasonable or excessive services or expertise from Guardian Angels for Soldier's Pet's management volunteer staff.

In general, the use of good judgment based on high ethical principles will guide directors, officers, and volunteers with respect to lines of acceptable conduct. However, if a situation arises where it is difficult to determine the proper course of conduct, or where questions arise concerning the propriety of certain conduct by an individual or others, the matter should be brought to the attention of Guardian Angels for Soldier's Pet©.

Management staff volunteers should contact the organization's National Board President or National CEO.

Board members should raise any such concerns with the President of Guardian Angels for Soldier's Pet©.

In all questions involving ethics and conduct, the board will make relevant determinations, except that any individual whose conduct is at issue will not participate in such decisions.