



## COMMUNITY ACTION ETHICAL STANDARDS

Our Community Action movement is inextricably tied to the aspirational vision established at the founding of the Community Action movement in 1964:

“It is, therefore, the policy of the United States to eliminate the paradox of poverty in the midst of plenty in this Nation by opening to everyone the opportunity for education and training, the opportunity to work, and the opportunity to live in decency and dignity.”

We in Community Action are guided by our history and the Community Action Promise:

Community Action changes people’s lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community, and we are dedicated to helping people help themselves and each other.

To fulfill the Community Action Promise and the impact we seek we are personally and professionally committed to:

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### REMAIN FOCUSED ON MISSION

Recognize the chief function of the Community Action movement at all times is to serve the best interests of people with lower incomes which, in turn, serves the best interests of the entire community. Seek to empower people and revitalize communities. Engage in activities that move us closer to mission achievement and further our positive outcomes.

### BE OUTSPOKEN ADVOCATES AND EDUCATORS

Actively inform the community and decision-makers about issues affecting those with lower-incomes. Courageously confront and dismantle myths about social and economic inequality. Participate in promoting policies that support social and economic mobility, which reinforce the values of an equitable society.



NORTHEAST IOWA  
COMMUNITY  
**ACTION**  
CORPORATION

RESPECT

HONESTY

ETHICS

INTEGRITY

**INSPIRE CONFIDENCE AND TRUST IN THE COMMUNITY ACTION MOVEMENT**

Lead and serve with professional competence and be up to date on emerging issues in our field. Practice the highest standards of personal integrity, confidentiality, respect, honesty, and fortitude in all we say and do. Bravely confront any behavior or practice that could erode public trust in Community Action or disregard the struggle of people living with low incomes.

**PRACTICE SERVICE ABOVE SELF**

Acknowledge service to the mission, vision and collective values of Community Action is beyond service to oneself. Avoid real and perceived conflicts of interest and ensure undue personal gain is not realized from the performance of professional duties.

**BE LEADERS, SUPPORT LEADERS, AND CREATE LEADERS**

Actively engage people with low incomes in realizing and developing their own leadership skills. Respect and support other leaders, particularly the Community Action board of directors, by providing facts and advice as a basis for policy decisions and upholding and dutifully implementing policies adopted by the board. Personally practice open-mindedness, effective communication, inclusiveness, and self-care. Encourage and facilitate the professional and personal development of associates.

**STRIVE FOR PERFORMANCE EXCELLENCE**

Lead and serve with professional competence and be up to date on emerging issues in our field. Practice the highest standards of personal integrity, confidentiality, respect, honesty, and fortitude in all we say and do. Bravely confront any behavior or practice that could erode public trust in Community Action or disregard the struggle of people living with low incomes.