



CODE OF ETHICS Policy Statement

The Parasol Tahoe Community Foundation must earn and keep the trust of its constituents every day. Our donors and volunteers support the Foundation because they trust us to carry out our mission, be good stewards of our resources, and uphold rigorous standards of conduct. The Foundation has adopted this Code of Ethics to inform our staff, volunteers, members, donors, and all other constituents that we will conduct our affairs according to the highest standards of ethical behavior.

All Parasol Directors, employees and volunteers (collectively, "Parasol representatives") are expected to comply with the following Code of Ethics at all times:

Integrity. Parasol representatives shall act with honesty, integrity, and respect for all individuals with whom they conduct Foundation business.

Stewardship. The Foundation manages its funds and resources prudently and serves as a responsible steward of its assets. Our reports, documents, and financial statements reflect accurate reporting with clear public disclosure.

Accountability. We are committed to producing the highest quality of work throughout the organization, taking responsibility for our actions, and avoiding potential conflicts of interest.

Respect. We are committed to showing respect and consideration for all, which includes courtesy, compassion, the celebration of diversity, and a commitment to listening to the ideas of others.

Legal Compliance. Parasol representatives shall conduct themselves and affairs of the Foundation in a manner that complies with all applicable laws and regulations.

Openness. We are committed to being responsive and inclusive in serving our constituents and addressing public concerns, and to sharing information openly and honestly, consistent with our privacy and confidentiality policies and obligations.

Governance. The Board of Directors serves as an active and independent governing body responsible for policy formulation, decision making, and oversight. All Directors and employees adhere to the Foundation's bylaws.

This Code of Ethics is supported by formal policies approved by the Board of Directors, which shall be reviewed and updated periodically. These include:

- Provisions of the Bylaws prohibiting private benefits to Directors, officers and employees from Parasol operations other than the payment of reasonable compensation to non-Directors for services provided to the Foundation
- Conflict of Interest Policy
- Whistleblower Policy
- Confidentiality Policy
- Executive Compensation Policy