



Speakers for Africa, Inc - Code of Ethics

Adopted by the Board of Directors of Speakers for Africa, Inc. September 7, 2025

Purpose

The Code of Ethics establishes the standards of integrity, accountability, and professionalism expected of all directors, officers, staff, volunteers, and affiliates of *Speakers for Africa, Inc.* It reflects the organization's commitment to transparency, respect, and lawful conduct in all programs, relationships, and financial activities.

1. Integrity and Accountability

All representatives of *Speakers for Africa, Inc.* shall act honestly and responsibly in all matters concerning the organization. Board members and staff are stewards of public trust and must use organizational resources solely for legitimate, mission-related purposes.

2. Compliance with Law and Policy

All individuals are required to comply with applicable federal, state, and local laws, as well as organizational bylaws, policies, and procedures. Failure to comply may result in disciplinary action, including removal or termination.

3. Confidentiality and Intellectual Property

Information disclosed during board meetings, executive sessions, or through organizational operations is confidential. Members and affiliates shall not use or share proprietary data, donor lists, project plans, media, or intellectual property outside the organization without written authorization.

4. Conflicts of Interest

Board members and officers shall avoid any personal, professional, or financial interests that conflict with their duties to the organization. Any potential conflict must be promptly disclosed and recorded in the minutes, and the member shall abstain from related deliberations and votes.

5. Professional Conduct and Respect

All interactions among board members, staff, volunteers, and partners must be characterized by respect, civility, and cultural sensitivity. Discrimination, harassment, or any form of exploitation is strictly prohibited.

6. Fiscal Responsibility

All financial decisions and transactions shall be handled with transparency, accuracy, and accountability. The Board oversees proper management of funds and compliance with donor intent and reporting requirements.

7. Commitment to the Mission

Each representative shall uphold and advance the mission of *Speakers for Africa, Inc.* — to support education, health, and community development in Uganda and beyond — with loyalty and diligence. Members shall not engage in actions that undermine the credibility or effectiveness of the organization.

8. Duty of Communication and Performance

Board members must communicate promptly when unable to complete assignments or attend meetings, in accordance with the bylaws. Consistent participation, timely completion of responsibilities, and reliability are ethical expectations of board service.

9. External Representation

When speaking or acting in public, members shall clearly distinguish personal opinions from official organizational positions. No individual may commit the organization to contracts, policies, or statements without proper authorization.

10. Reporting Misconduct

Any person aware of unethical behavior, misuse of funds, or violations of this Code shall report such matters to the Chair, Executive Director, or Secretary. Retaliation against individuals who report concerns in good faith is strictly prohibited.

Acknowledgment

Each board member, officer, employee, and volunteer shall sign an acknowledgment form confirming that they have read, understood, and agree to abide by this Code of Ethics and the governing bylaws of *Speakers for Africa, Inc.*

Adopted by the Board of Directors on: _____

Signatures:

_____	Chairman of the Board
_____	Executive Director
_____	Secretary

Speakers for Africa, Inc.

Code of Ethics- Summary with Board Signatures

(Adopted by the Board of Directors on September 7, 2025)

Headquarters: 26379 Pleasant Park Road, Conifer, CO 80433

Email: info@speakersforafrica.com | Phone: 720-460-0257

Purpose

This Code of Ethics outlines the principles and standards expected of all directors, officers, staff, and volunteers of *Speakers for Africa, Inc.* It affirms our shared commitment to integrity, respect, accountability, and the responsible stewardship of all resources entrusted to us.

Ethical Standards

1. **Integrity and Accountability** – Conduct all activities with honesty, transparency, and responsibility. Use organizational resources only for mission-related purposes.
2. **Compliance** – Follow all applicable laws, bylaws, and internal policies.
3. **Confidentiality and Intellectual Property** – Protect sensitive information, donor data, and organizational materials. Do not share or use them outside the organization without authorization.
4. **Conflicts of Interest** – Disclose potential conflicts immediately. Abstain from decisions where personal interest could compromise impartiality.
5. **Professional Conduct** – Treat all colleagues, partners, and beneficiaries with respect and cultural sensitivity. Discrimination or harassment is not tolerated.
6. **Fiscal Responsibility** – Ensure financial integrity and proper use of funds in line with donor intent and board oversight.
7. **Commitment and Performance** – Attend meetings, complete assignments on time, and communicate promptly when unable to fulfill obligations.
8. **Representation** – Accurately represent *Speakers for Africa, Inc.* and refrain from making commitments or public statements without proper authorization.

9. **Reporting Misconduct** – Report suspected unethical conduct or misuse of resources to the Chair, Executive Director, or Secretary. Retaliation against good-faith reporting is prohibited.
-

Acknowledgment

By signing below, I acknowledge that I have read, understand, and agree to abide by the *Speakers for Africa, Inc.* Code of Ethics and the organization's bylaws. I accept my responsibility to uphold the mission and integrity of the organization.

Name: _____

Position: _____

Signature: _____

Date: _____
