MISSION: The Billy DeFrank LGBTQ Community Center provides community, leadership, advocacy, services and support to the Silicon Valley’s LGBTQ People and their Allies.

Code of Ethics

Reflected in each principle of the Code of Ethics is the fundamental belief that the Billy DeFrank LGBTQ Community Center (referred to as 'The Center') Board Members, volunteers (and employees) will maintain a vital concern for the effects of their behavior on the lives and well being of all persons.

1. I will strictly adhere to established rules of confidentiality of all records, materials and knowledge concerning persons receiving services from the Center, in accordance with all current and future government regulations and Center standards.

2. I will assist all persons regardless of race, color, creed, physical ability, sexual orientation, gender identity, HIV status, political, and/or religious beliefs.

3. I will refrain from gossip and any other similar behaviors that undermine the unity of the leadership, the groups and individuals that utilize the Center and the people who support the Center. I will not only refrain from any divisive behaviors, but will also actively intercept or report such behaviors to the Center Manager on Duty (MoD), Board President, Director or designee.

4. I will maintain an appropriate supportive relationship with all persons served, never becoming socially, sexually, romantically or financially involved nor committing any act of violence or making threats of violence.

5. I will not engage in any activity where personal conduct, including inappropriate use of alcohol and other mind/mood altering drugs, is likely to result in inferior service or constitute the violation of the law.

6. I will abide by all rules, regulations, policies and procedures of the Center.

7. I will read and abide by the Center's Standards of Conduct, Statement of Confidentiality, and Conflict of Interest Statement.

As a Center Board Member/or volunteer (employee), I will strive to maintain the highest standards in all services I provide, valuing competency and integrity over expediency or ability, and provide services in those areas where my training and experience meet established standards.
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I understand that being a volunteer (employee) at the Center is volunteerism (employment) at-will. Volunteerism (employment) at-will may be terminated with or without cause and with or without notice at any time by the Center’s policies.

My Signature below indicates my agreement with and willingness to abide by this Code of Ethics.

Signed: ___________________________________________  Date: __________

Print Name: _________________________________________