

The Code of Ethics for Los Angeles League of Arts

I. Personal and Professional Integrity

All staff, board members and volunteers of the Los Angeles League of Arts (LALA) act with honesty, integrity and openness in all their dealings as representatives of the organization. LALA promotes a working environment that values respect, fairness and integrity.

II. Mission

LALA has a clearly stated mission and purpose, approved by the board of directors, in pursuit of the public good. All of its programs support that mission and all who work for or on behalf of the organization understand and are loyal to that mission and purpose. The mission is responsive to the constituency and communities served by the organization and of value to the society at large.

III. Governance

LALA has an active governing body that is responsible for setting the mission and strategic direction of the organization and oversight of the finances, operations, and policies of the organization. The governing body:

- Ensures that its board members or trustees have the requisite skills and experience to carry out their duties and that all members understand and fulfill their governance duties acting for the benefit of the organization and its public purpose;
- Has a conflict of interest policy that ensures that any conflicts of interest or the appearance thereof are avoided or appropriately managed through disclosure, recusal or other means; and
- Is responsible for the hiring, firing, and regular review of the performance of the chief executive officer, and ensures that the compensation of the chief executive officer is reasonable and appropriate;
- Ensures that the CEO and appropriate staff provide the governing body with timely and comprehensive information so that the governing body can effectively carry out its duties;
- Ensures that the organization conducts all transactions and dealings with integrity and honesty;
- Ensures that the organization promotes working relationships with board members, staff, volunteers, and program beneficiaries that are based on mutual respect, fairness and openness;
- Ensures that the organization is fair and inclusive in its hiring and promotion policies and practices for all board, staff and volunteer positions;
- Ensures that policies of the organization are in writing, clearly articulated and officially adopted;
- Ensures that the resources of the organization are responsibly and prudently managed; and,
- Ensures that the organization has the capacity to carry out its programs effectively.

IV. Legal Compliance

LALA is knowledgeable of and complies with all laws, regulations and applicable international conventions.

V. Conflicts of Interest

Employees of LALA must avoid conflicts of interest or the appearance of conflicts of interest. They should never engage in any activity that might compromise or appear to compromise LALA's credibility or its reputation for independence or impartiality. All employees are required to seek prior approval from a supervisor before engaging in any activity that may be deemed a potential conflict of interest, including membership in groups, boards and associations that may call into question LALA's credibility or its reputation for impartiality.

VI. Prohibitions on Electioneering

LALA and all of its employees, when acting in their professional capacity, are prohibited from participating, directly or indirectly, in any political campaign activities on behalf of, or in opposition to, any candidate for public office. LALA's federal tax status as a 501(c)(3) organization makes all such activity illegal. In addition, LALA has a strict prohibition against partisan political activity by senior staff, even when they are acting in their individual capacity and on their personal time. LALA employees are permitted to provide information to political parties or partisan figures only if they do so on a non-exclusive basis and make the same information available to the general public.

VII. Responsible Stewardship

LALA and its subsidiaries manage their funds responsibly and prudently. This should include the following considerations:

- LALA will spend a reasonable percentage of its annual budget on programs in pursuance of its mission;
- LALA will spend an adequate amount on administrative expenses to ensure effective accounting systems, internal controls, competent staff, and other expenditures critical to professional management;
- LALA will compensate staff, and any others who may receive compensation, reasonably and appropriately;
- LALA will solicit funds and have reasonable fundraising costs, recognizing the variety of factors that affect fundraising costs;
- LALA will not accumulate operating funds excessively;
- LALA will ensure that all spending practices and policies are fair, reasonable and appropriate to fulfill the mission of the organization; and,
- All financial reports are factually accurate and complete in all material respects.

VIII. Openness and Disclosure

LALA provides comprehensive and timely information to the public, the media, and all stakeholders and is responsive in a timely manner to reasonable requests for information. All information about the organization will fully and honestly reflect the policies and practices of the organization. Basic informational data about the organization, such as the Form 990, reviews and compilations, and audited financial statements will be posted on the organization's website or otherwise available to the public. All solicitation materials accurately represent the organization's policies and practices and will reflect the dignity of program beneficiaries. All

financial, organizational, and program reports will be complete and accurate in all material respects.

IX. Program Evaluation

LALA regularly reviews program effectiveness and has mechanisms to incorporate lessons learned into future programs. The organization is committed to improving program and organizational effectiveness and develops mechanisms to promote learning from its activities and the field. LALA is responsive to changes in its field of activity and is responsive to the needs of its constituencies.

X. Inclusiveness and Diversity

LALA has a policy of promoting inclusiveness and its staff, board and volunteers reflect diversity in order to enrich its programmatic effectiveness. The organization takes meaningful steps to promote inclusiveness in its hiring, retention, promotion, board recruitment and constituencies served.

XI. Fundraising

LALA will raise funds from the public or from donor institutions and will be truthful in their solicitation materials. LALA respects the privacy concerns of individual donors and expend funds consistent with donor intent. LALA will disclose important and relevant information to potential donors.

In raising funds from the public, LALA will respect the rights of donors, as follows:

- To be informed of the mission of the organization, the way the resources will be used and their capacity to use donations effectively for their intended purposes;
- To be informed of the identity of those serving on the organization's governing board and to expect the board to exercise prudent judgment in its stewardship responsibilities;
- To have access to the organization's most recent financial reports;
- To be assured their gifts will be used for the purposes for which they were given;
- To receive appropriate acknowledgement and recognition;
- To be assured that information about their donations is handled with respect and with confidentiality to the extent provided by the law;
- To expect that all relationships with individuals representing organizations of interest to the donor will be professional in nature;
- To be informed whether those seeking donations are volunteers, employees of the organization or hired solicitors;
- To have the opportunity for their names to be deleted from email and mailing lists; and
- To feel free to ask questions when making a donation and to receive prompt, truthful and forthright answers.

XII. Grant-maker Guidelines

LALA are grant-makers and have particular responsibilities in carrying out their missions. These include the following:

- LALA will have constructive relations with grant-seekers based on mutual respect and shared goals;
- LALA will communicate clearly and on a timely basis with potential grantees;
- LALA will treat grant-seekers and grantees fairly and with respect;
- LALA will respect the expertise of grant-seekers in their fields of knowledge;
- LALA will seek to understand and respect the organizational capacity and needs of grant-seeking organizations; and,
- LALA will respect the integrity of the mission of grant-seeking organizations.