

Unite and Conquer Code of Ethics

- Unite and Conquer/Ohana Living Homes is committed to providing excellent service to our consumers with integrity, fairness and in accordance with the highest moral and ethical standards. All associate RH operators and staff have agreed to operate by this code of ethics.
 - demonstrates dedication to the belief in the dignity and worth of all human beings;
 - pledges to provide service for the welfare and betterment of all persons served;
 - promotes and assists in the recovery of all persons;
 - maintains an appropriate supportive relationship with all persons supported, never becoming socially, sexually or romantically involved, not committing any act of violence or threats of violence, and avoiding becoming financially involved with the same;
 - refrains from undertaking any activity where personal conduct, including the inappropriate use of alcohol and other mood-altering drugs, is likely to result in inferior services or constitute a violation of the law;
 - regularly evaluates skills, strengths and limitations, striving always for self-improvement, personal growth and increased knowledge through further education and training.
- Unite and Conquer/Ohana Living Homes complies with all Federal, State and local laws and expects that its employees maintain the highest possible ethical and moral standards, perform and exhibit conduct within applicable laws, and obey policies, rules and regulations established by Unite and Conquer/Ohana Living Homes. Accordingly, each employee is expected to conduct himself, both on and off the job, within the guidelines set forth in this policy. Specifically, no employee shall:
 - acts in any manner that discredits the operations or ethical standards of Unite and Conquer/Ohana Living Homes;
 - engages in any activity that is illegal;
 - engages in any activity, business or personal transaction that conflicts with the employee's job, or with the interests or reputation of Unite and Conquer/Ohana Living Homes;
 - engages in any social relationships with consumers that potentially could interfere with the services that are provided by Unite and Conquer/Ohana Living Homes;
 - engages in sexual intercourse or other physical intimacies with a consumer;
 - engages in any verbal or physical behavior, which is sexually seductive, demeaning or harassing, with consumer;
 - uses his/her position and standing with Unite and Conquer/Ohana Living Homes for personal gain;

- without proper authorization, discloses confidential or proprietary information about Unite and Conquer/Ohana Living Homes, or its business, operations or affairs;
 - uses any confidential or proprietary information to advance his/her, or any other person's financial or other private interests;
 - accepts any gift, favor or item of value that could influence the discharge of duties, or grant, in the discharge of duties, any improper favor, service or item of value;
 - represents any private interest in any action or proceedings against Unite and Conquer/Ohana Living Homes;
 - engages in employment, or accept private employment with, or render services for another employer, when that employment or service is incompatible with the proper discharge of duties, or influences that employee's judgment or actions as it pertains to the operations and interests of Unite and Conquer/Ohana Living Homes.
- Ohana Living Homes prohibits any "conflicts of interest" in the conduct of business, therefore employees, contractors or other persons doing business with the organization must not have any direct or indirect interest in the assets, leases, business transactions or professional functions of the organization.
 - Unite and Conquer/Ohana Living Homes recognizes and respects each employee's right to engage in activities outside of the employment relationship, provided those activities do not in any manner conflict with the operations or services of the organization, or reflect adversely on the organization. The Executive Office maintains the right, however, to determine when an employee's activities or actions are in conflict with the interests of Unite and Conquer/Ohana Living Homes.