
Global Links Code of Conduct

As members of the Global Links community, we are united in our commitment to achieve the organization's goals. What Global Links accomplishes will be measured not just by the goals we achieve, but also by the means by which such achievements are attained. The increasingly complex nature of our activities, both within our community and in the interrelated international, national and local health care environment, has created the need for common community standards at Global Links.

In this regard, the Board of Directors has established this Code of Conduct. Because the actions of each of us reflect upon the whole, we must rely on the individual judgment and personal ethical and moral standards of each member of our community in order to maintain the organization's collective standards of honesty and integrity. The Code of Conduct provides a "common language" of such standards which we all share. The principles set forth herein provide the foundation for the actions we take and the decisions we make in furtherance of our goals while upholding the laws and regulations and the standards of ethics in our community and the communities we serve.

1. Global Links Shall Comply With All Applicable Laws.

It is the duty of each employee to uphold all applicable laws and regulations and to abide by the organization's policies and procedures. As necessary, Global Links shall implement programs to further such awareness and to monitor and promote compliance with such laws and regulations. Any questions about the legality or propriety of any actions undertaken by or on behalf of Global Links should be referred immediately to the Compliance Officer – Chair of the Board Audit/Finance Committee.

2. Global Links Shall Conduct Its Affairs in Accordance With the Highest Ethical Standards.

Global Links and all of its employees and other members of the community shall conduct all activities in accordance with the highest ethical standards of the community and their respective professions, at all times in a manner which shall uphold the Global Links' reputation and standing.

3. Global Links Shall Strive to Attain the Highest Standards for All Aspects of Our Work.

As leaders in medical material recovery and aid, all members of the Global Links community must support our mission to provide medical aid that responds to the needs of our constituents and their community. To that end, Global Links works with local, national and international groups to ensure the aid provided to each recipient is reasonable and necessary as appropriate to the situation.

4. Global Links Shall Maintain the Appropriate Levels of Confidentiality for Information and Documents Entrusted to It.

Community members may possess and have access to a variety of sensitive and proprietary information, the confidentiality of which they are obligated to protect. All members of the community must adhere to the appropriate laws, regulations, policies and procedures to insure that confidential information is properly maintained and transmitted and to prevent inappropriate or unauthorized release. Employees shall create and keep records and documentation that conforms to legal and ethical standards.

5. Global Links Shall Provide Equal Opportunity and Respect the Dignity of all Members of its Community.

Global Links is committed to providing equal employment opportunities for all persons, without regard to race, color, national or ethnic origin, religion, gender, sexual orientation, disability or veteran's status. Global Links is committed to providing a workplace environment which emphasizes the dignity and respect of each individual in the community, and, as a result, sexual harassment and any other types of discrimination in any form or context will not be tolerated. Global Links is also committed to promoting diversity both within the organization, in its programs and the communities its serves.