



TRANSITION HOUSE, INC.

All associated with Transition House shall adhere to the Vision, Mission, Culture and Commitment to Recovery and Code of Ethics of Transition House, Inc.

OUR VISION:

- Changing lives by creating pathways for mental wellness.

OUR MISSION:

- Improving our community by providing tools for sustaining mental wellness with skills development, supportive care, and advocacy.

OUR CULTURE:

- We Listen. We Respect. We Support. We Empower.

OUR COMMITMENT TO RECOVERY:

- Belief in Recovery, Mutual Trust & Respect, Connection, Integrity, Fun and Gratitude.

CODE OF ETHICS:

1. **LEGAL COMPLIANCE:** The organization shall carry out all activities in accordance with the applicable Federal, State, and local laws pertaining to all aspects of its operation.
2. **NON-DISCRIMINATORY:** TH shall be in all aspects non-partisan and shall not discriminate on the basis of age, gender, race, religion, color, creed, sexual orientation, place of national origin, or inability to pay.
3. **INTEGRITY:** TH, its director, employees, and members of the board of directors will, at all times, apply the highest standards of integrity to all TH dealings and transactions.
4. **CONFIDENTIALITY:** TH pledges to honor the confidentiality of client prospect and donor lists, their business affairs, and the right to privacy enjoyed by every institution, volunteer and donor.
5. **CLIENT CHARGES:** TH charges clients based upon the professional services provided and the client's ability to pay. Their fees are never based upon charitable gifts raised or a percentage of contributions.
6. **CONFLICT OF INTEREST AND DISCLOSURE:** TH, its employees and members of its board of directors will be sensitive to and disclose to clients, prospective clients, donors and other stakeholders any professional, personal, or client relationships that might be construed as conflicts of interest.
7. **TRANSPARENCY:** TH shall provide all appropriate disclosures for all revenues and expenditures such that any stakeholder can determine and comprehend all of its acquisitions and expenditures in furtherance of its mission.
8. **COMMITMENT TO RECOVERY:** People of TH commit to supporting the recovery process through the following principles: Belief in Recovery, Mutual Trust and Respect, Connection, Integrity, Fun and Gratitude.