

# CARE USA CORE VALUES COMMITMENT

This Core Values Commitment describes who we are, what we do, and how we do it. It reflects our Core Values of **TRANSFORMATION, INTEGRITY, DIVERSITY, EQUALITY,** and **EXCELLENCE**, which serve as a foundation for all that we do. The Core Values Commitment articulates our shared expectations of each other, including our board, staff, volunteers, interns, partners and contractors globally.

## Transformation

We believe in urgent action, innovation, and the necessity of transformation – within the world and our own organization.

- We work hand-in-hand with communities to fulfill their rights, responsibilities, and aspirations.
- We deliver life-changing and measurable results using innovative approaches that last.
- We strive to improve constantly, learn from mistakes, and embrace change.
- We zealously advocate with stakeholders to meaningfully address the underlying causes of poverty.

## Integrity

We are accountable to the people and partners we humbly serve, transparently sharing our results, stories and lessons.

- We demonstrate our unshakable commitment to people by exemplifying strong moral character and a desire for trust.
- We are accountable to and transparent with each other, donors, partners, and the people we serve.
- We comply with applicable laws and regulations, as well as CARE's policies and procedures.
- We are responsible stewards of the funds entrusted to us, and strive to eliminate unnecessary expense.
- We do not engage in or tolerate fraud, dishonesty, theft, corruption, nepotism, or bribery.
- We avoid and report conflicts of interest and any situation that may create the appearance of a conflict.

## Diversity

We know that by embracing differences, actively including a variety of voices, and joining together we can solve the world's most complex problems.

- We celebrate diverse working environments where all individuals can be successful and thrive.
- We recognize that CARE's strength is derived from the commitment, dedication and expertise of our employees and partners.
- We listen to and value the views of others.
- We believe that by embracing diversity we can solve the world's most complex problems.

## Equality

We believe in the equal value of every human being and the importance of respecting and honoring each individual; we know that change happens through people.

- We believe in the equal value, respect, and honor of every human being.
- We strive to end all forms of oppression, exploitation, discrimination, harassment, retaliation, and intimidation.
- We deplore sexual exploitation and abuse of any form, especially that of children.
- We are committed to creating a safe and supportive work environment.
- We promote gender equity and fight for the dignity and human rights of everyone.

## Excellence

We challenge ourselves to the highest levels of learning and performance, tapping the best of human spirit to create impact.

- We value innovation, passion, compassion, determination, and perseverance.
- We design effective, efficient and impactful programs.
- We unlock unrealized potential by encouraging the pursuit of professional and personal growth.
- We stand with the CARE International Confederation and adhere to the CI Code and its Codes of Ethics and Conduct.
- We adhere to international humanitarian principles and various global standards that CARE upholds.
- We protect CARE's intellectual property, confidential information, equipment, brand, and reputation.

If you believe that any CARE employee, volunteer, intern, partner or contractor has acted in a manner that is inconsistent with this Core Values Commitment, please notify management or use our confidential whistleblower hotline located at [www.care.ethicspoint.com](http://www.care.ethicspoint.com) (access by telephone around the world is also available). CARE prohibits retaliation against any person who reports or participates in an investigation of a possible violation of our Core Values. A report made in bad faith or failure to report conduct that is inconsistent with this Core Values Commitment may result in disciplinary action.

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