



CODE OF ETHICAL CONDUCT

I. Personal and Professional Integrity

All staff, board members, and volunteers of FEEDING MATTERS act with honesty, integrity, and openness in all their dealings as representatives of the organization. The organization promotes a working environment that values respect, fairness, and integrity.

II. Mission

Furthering advances in pediatric feeding disorder by accelerating identification, igniting research, and promoting collaborative care for children and families.

III. Governance

FEEDING MATTERS has an active governing body, the board of directors, which is responsible for setting the strategic direction of the organization and ensuring it aligns with our mission. The board is also responsible for oversight of the finances, operations, and policies of FEEDING MATTERS.

FEEDING MATTERS takes conflict of interest issues very seriously. All board members, PFD Alliance Executive Councilmembers, Family Advisory Councilmembers, staff, and contractors are required to adhere to the organization's values and philosophy and sign the organization's conflict-of-interest policy to ensure that any conflicts of interest or the appearance thereof are avoided or appropriately managed through disclosure, recusal, or other means.

The board of directors is responsible for engaging independent auditors to perform an annual audit of FEEDING MATTERS's financial statements, and has a committee that is responsible for overseeing the reliability of financial reporting, including the effectiveness of internal control over financial reporting, reviewing, and discussing the annual audited financial statements to determine whether they are complete and consistent with operational and other information known to the committee members, understanding significant risks and exposures and management's response to minimize the risks, and understanding the audit scope and approving audit and non-audit services.

IV. Responsible Stewardship

FEEDING MATTERS manages its funds responsibly and prudently by spending funds consistent with donor intent and to support the mission of FEEDING MATTERS.

V. Openness and Disclosure

FEEDING MATTERS 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 FEEDING MATTERS will fully and honestly reflect the policies and practices of the organization. Basic informational data about FEEDING MATTERS, such as the Form 990, will be posted online or otherwise made available to the public. All solicitation materials accurately represent FEEDING MATTERS'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.

VI. Legal Compliance

FEEDING MATTERS complies with all state and federal laws and regulations.

VII. Program Evaluation

FEEDING MATTERS 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. FEEDING MATTERS is responsive to changes in its field of activity and is responsive to the needs of its constituencies.

VIII. Inclusiveness and Diversity

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

IX. Fundraising

FEEDING MATTERS solicitation of funds from the public or from donor institutions uses material that is truthful about the organization. FEEDING MATTERS respects the privacy concerns of individual donors and expends funds consistent with donor intent. FEEDING MATTERS openly discloses important and relevant information to past and potential donors.

X. Reporting Responsibility

It is the responsibility of all directors, officers, and employees to comply with the code of ethical conduct and to report violations or suspected violations to the Chief Operations & Finance officer (CODO) or Board Chair in accordance with the whistleblower policy. The COFO or Board Chair will notify the sender and acknowledge receipt of the reported violation or suspected violation within five business days, unless the submission of the violation is anonymous. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.