

Allwel Ethics Committee

Purpose

The Committee will provide a mechanism for Allwel to identify and resolve ethical issues that arise from program, policies and procedures, or employee/ employer relations.

The Committee will be comprised of multiple departments and levels within the agency so that input and decisions are made with equal representation.

The Committee will design, test, and use a deliberative Ethics Review Process that provides opportunity for input from all affected parties.

The Committee will make suggestions for policy and procedure changes or additions based off decisions made during the Ethics Review Process.

Values

The Committee is guided and dedicated to Allwel's core values and the Allwel Code of Conduct.

Allwel's Core Values:

Collaboration, Empowerment, Compassion

Vision

To serve as a multidisciplinary resource for ethical decision making and foster a commitment to providing quality and ethical service to all clients and associates of Allwel in a responsive and caring manner.

The Committee endeavors to promote each employee's responsibility to act ethically.

The Committee endeavors to serve as exemplary examples of ethical and professional employees.

Statement from Allwel Leadership:

As business owners for 22 years, on an almost daily basis we are confronted with the choice of doing the right thing versus the easy thing. While one of our primary responsibilities is to monitor and protect Allwel as a business, time and again we have made the choice to stand by our values and make decisions that ensure our clients and staff are receiving the best possible care and support, even if that choice may mean making sacrifices to the "business".

As part of our commitment to maintaining the highest ethical standards, Allwel is proud to now have an ethics committee. The way we see it, this committee will provide the support for ethical decisions to be made across the company. Our goal is to empower each individual to think and act ethically, powerfully, decisively: but ethically first.

We are committed to providing training and support as necessary. As Owners we are ready to contribute our insight and recommendations to ensure that Allwel continues to embrace a high standard of ethics. We have an open door, so please do not hesitate to share ideas, questions, and concerns.

Our message is still the same and we enact it every day. We choose to take the road less travelled, and to endure its potholes and speed bumps with as much panache as we can muster. We may not always be right, but we will always consciously choose to do right. This is Allwel, and it makes us proud.

Chris Brown-Hall, CEO

Priya Pinto, President