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 (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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