

## Code of Ethics

1. **Respect:** We treat all with dignity and courtesy by listening, empathizing, and valuing opinions and perspectives. We treat all members of the community and the organization fairly and equitably. Our actions and works will support a healthy, civil, and positive environment that respects individual rights and self-determination. Discrimination, in any form, is unacceptable.
2. **Integrity:** We model honest and trustworthy behavior through an inclusive and customer-oriented process. The public we serve deserves our utmost dedication and best efforts. Our adherence to ethical principles should be above reproach. We will identify and avoid conflicts of interest in our actions.
3. **Accountability:** We take ownership and responsibility for individual and team actions and remain focused on priorities. The CPMT commits to the responsible use of state and local funds for the provision of services to youth and families. We are committed to good stewardship of the public's money and must always be willing and able to account for the utilization of funds.
4. **Innovation:** We support continuous improvement and demonstrate a civic entrepreneurial attitude by generating new ideas, advancing best practices, and effectively operating as a team.
5. **Confidentiality:** We honor the privacy rights of all customers and stakeholders. All information obtained in the course of conducting CSA business will be held in the strictest confidence. Any limits to confidentiality that are identified will be clearly explained (i.e. abuse, neglect, imminent danger to self/others, etc.)
6. **Fiscal Responsibility:** CPMT is committed to the efficient use of our fiscal and community resources to achieve better outcomes for the children and families of Portsmouth.
7. **Excellence:** CPMT is committed to the highest standard of service and makes every effort to ensure the most effective use of our resources on behalf of the children and families we serve.
8. **Management by Data:** CPMT uses data and adopts national and state performance standards to guide our practices.

9. **Collaboration:** CPMT values teamwork and strives to reach our goals by building partnerships with core agencies, families, private providers, and stakeholders.
10. **Transparency:** CPMT promotes open access to information, participation, and decision making amongst CPMT members.
11. **Diversity:** CPMT promotes culturally competent services to an ever more pluralistic and multicultural society by recognizing and empowering them both to lead connected healthy lives.

**Freedom from Liability:** Virginia Law provides the members of the CPMT with broad latitude to carry out their responsibilities regarding the planning, development, and provision of services to children and families under CSA. A statutory assurance of immunity from civil liability allows the members of CPMT to exercise their professional judgment when carrying out the duties of the team (*Code of Virginia 2.2-5206*). A CPMT member may be held civilly accountable for his or her decisions only if it is proven that the individual members acted with “malicious intent” (*Code of Virginia 2.2-5205*).