

Corporate Compliance and Ethical Principles

The policy of Abilities of Northwest Jersey, Inc. is to deliver programs and services in an environment characterized by strict conformance with the highest standards of accountability and ethical conduct for administration, business, marketing, and financial management. Business is conducted in a manner which is ethical, positive and promotes the mission, values and purposes of Abilities of Northwest Jersey, Inc. All members of the Board of Directors and staff are expected to behave and communicate consistent with the Ethical Conduct Agreement of Abilities of Northwest Jersey, Inc. It is the policy of Abilities of Northwest Jersey, Inc. to investigate all allegations of violations of the Code of Ethical Conduct, and to take appropriate action in accordance with the By-Laws, personnel and investigation policies and practices currently in force.

Guiding Principles

1. Persons served are entitled to confidentiality. Members of the Board of Directors and staff will not discuss any aspect of a person's program or status with any party not directly involved in the delivery of service without prior written authorization or unless required by law. Information may be provided to insurance carriers or other third parties responsible for payment for services.
2. All individuals are entitled to respect. It is expected that all communication and behavior will demonstrate respect to the individuals served by Abilities of Northwest Jersey, Inc., their families, fellow coworkers, as well as, persons and organizations having business relationships with Abilities of Northwest Jersey, Inc.
3. All printed materials and external communication will fairly and accurately represent Abilities of Northwest Jersey, Inc. and the individuals it serves.
4. The members of the Board of Directors and staff will accurately represent Abilities of Northwest Jersey, Inc. with no intent of dishonesty, deceit or misrepresentation.
5. All fees paid to Abilities of Northwest Jersey, Inc. will be commensurate with the services rendered. Under no circumstances will any member of the Board of Directors or staff accept any gifts, money, or other benefits from or as a result of making referrals to other agencies. All charges for services will be for services rendered in accordance with contractual agreements.
6. All members of the Board of Directors and staff are prohibited from providing gifts, money or other benefits to any person or agency as a reward for favorable consideration for a favorable placement or receipt of a referral.
7. Abilities of Northwest Jersey, Inc. will not discriminate in the delivery of services or conduct employment practices on the basis of race, color, disability, religion, creed, sex, ancestry, genetic testing, sexual orientation or affectation, age, veteran or military status, marital status, national origin, , atypical heredity cellular or blood trait or any other protected classification as established by applicable laws.
8. Abilities of Northwest Jersey, Inc. will not accept persons for services or continue services, for the purposes of financial gain, when there is no expected benefit to the individual served.