

**CODE OF ETHICS**

Effective and Approved: June 16, 2008

**PURPOSE**

This Code of Ethics has been adopted by the Board of Directors of The Lincoln Foundation for Performance Excellence (“LFPE”) to provide standards by which LFPE personnel & representative volunteers (as defined below) shall conduct themselves to protect and promote organization-wide integrity and to enhance LFPE’s ability to achieve its declared mission. This Code of Ethics is adopted with and is integral to the LFPE annual operational and shall be construed consistently with the plan.

**INTRODUCTION**

This Code of Ethics contains policies articulating the intent of LFPE and standards which provide additional guidance to persons functioning in governance, managerial, or administrative capacities. The procedures listed in this Code of Ethics shall be distributed periodically to all personnel and volunteers. All personnel and volunteers shall ensure that their behavior and activities are consistent with this Code of Ethics. The Code of Ethics includes, but is not limited to each individual area in the integrity section of this manual.

**ADMINISTRATION AND APPLICATION**

LFPE expects each person to whom this Code of Ethics applies to abide by the Principles and Standards set forth herein and to conduct the business and affairs of LFPE in a manner consistent with the general statement of principles set forth herein.

Failure to abide by this Code of Ethics, the guidelines for behavior which the Code of Ethics represents, or the LFPE policy on conflicts and dualities of interest may lead to disciplinary action. For alleged violations of the Code of Ethics, LFPE shall weigh relevant facts and circumstances, including, but not limited to: the extent to which the behavior was contrary to the express language or general intent of the Code of Ethics, the egregiousness of the behavior, the Personnel member’s history with the organization, and other factors which LFPE deems relevant.

Discipline for failure to abide by this Code of Ethics may, in LFPE’s discretion, range from verbal correction to termination.

Nothing in this Code of Ethics is intended to or shall be construed as providing any additional employment benefit or other contract rights to Personnel members or other persons. While LFPE generally will attempt to communicate changes concurrent with or prior to the implementation of such changes, LFPE reserves the right to modify, amend, or alter this Code of Ethics without notice to any person or Personnel.

