

California Creativity Association
Code of Ethics
Policy

Version 1.1

Effective: August 11, 2018

Purpose of the policy

California Creativity Association, DBA California Destination Imagination (CalDI), administers the Destination Imagination (DI) program in California. To serve the best interests of CalDI's constituency consistent with its Mission, CalDI recognizes a common code of ethics to be upheld by its Officers, Board of Directors, volunteers and employees.

Policy statement

All individuals involved with providing the DI Program in California are expected to conduct themselves in an ethical, moral and upstanding manner at all times.

Definitions

Affiliate Challenge Master (ACM)- Person(s) charged with overseeing their challenge or area of responsibility on the Affiliate level.

Regional Challenge Master (RCM)- Person(s) charged with overseeing their challenge or area of responsibility on the Regional level.

Regional Operating Committee (ROC)- Regional group charged with providing the DI Program in their region

Staff Member-Volunteer recruited by CalDI to help provide the DI Program at Regional and/or Affiliate Tournaments

Executive Director- Person in charge of administering the DI Program in California

Detailed policy statement

The Board expects the following conduct of all those administering the DI Program in California:

- integrity, honesty, and trustworthiness in all work; courage in all decisions; and dedication to CalDI's Mission
- responsible actions on behalf of the organization and accountability and transparency to our constituents and members of the Board
- information to be shared when appropriate without sacrificing confidentiality
- fair, respectful, and humane treatment of others
- respect for the opinions of and the differences among individuals
- to conduct the organizational and operational duties with positive leadership, exemplified by open communication, creativity, dedication, and compassion
- fairness to be evident in our actions internally and externally
- equitable decisions and mindfulness of their impact on other groups and people
- actions that demonstrate care for others and for the community as a whole

- care for the well-being of each other, the community, and the CalDI organization.

Applicability and Compliance

This policy applies to the Executive Director, members of the Board, members of ROCs, ACMs, RCMs, Affiliate and Regional staff members, Appraisers, Officials, Team Managers and employees. Consequences of non-compliance may be counseling for minor infractions and up to possible removal from the position for repeated or major infractions.

Contact for policy interpretation, help, and problem resolution

Executive Director or any Board Member

Implementation procedures

This policy has been in effect and will continue to be enforced.

Related policies and references for further information

1. [Whistleblower Policy](#)
2. [Antidiscrimination Policy](#)
3. *The DII Code of Conduct* is the one we use and it is in [here](#).
4. *CalDI's Values*

Revision History

Version	Date	Changes
1.0	July 20, 2008	Initial release
1.0	July 17, 2011	Document reviewed, no update required
1.1	August 11, 2018	Approved by California Creativity Board. Reformatted to policy template. Minor text changes. Added references, including DII Code of Conduct.