



Code of Conduct

NC Counts Coalition is a nonpartisan, nonprofit 501(c)(3) organization committed to building a healthy, just, and equitable North Carolina through cross-sector partnerships that advance systemic solutions for communities facing systemic barriers, including Black, Indigenous, and People of Color (BIPOC) communities, LGBTQ+, low wealth, immigrant, and other communities. All staff, board, organizational members, and participants are required to adhere to the following behaviors when representing NC Counts or participating in any activity or event organized by NC Counts:

- Uphold NC Counts' values of: inclusiveness, empowerment, integrity, resilience, collaboration, learning, and collective impact.
- Act honestly, truthfully and with integrity.
- Treat every individual with dignity and respect.
- Remain [nonpartisan](#) at all times.
- Appropriately handle conflicts.
- Act responsibly toward one another and toward the communities we serve.
- Refrain from using any verbally, physically, or visually abusive or harassing language or behavior towards any other participant.

Any failure to adhere to these behaviors will result in consequences for the individual and/or the organization that the individual represents. Examples of consequences include: a verbal or written warning, temporary or permanent suspension from participating in NC Counts Coalition activities, and/or the rescinding of an organization's membership.

If you experience or witness behavior that is inconsistent with the code of conduct, please notify us at partners@nccounts.org. Personal information related to reports related to this code of conduct will be shared only to the extent necessary to investigate, or as required by law.

Thank you for your cooperation in creating an inclusive environment for NC Counts Coalition members and guests!