



## **Donor Code of Conduct**

APF will disclose and reinforce their Donor Code of Conduct at least once per calendar year to those who have given a gift of any amount during that year.

The Donor Code of Conduct may be delivered as a separate document, link in an email, or as part of letter, however, it will contain the following language:

*APF is committed to inclusion, diversity, equity, accessibility, and the dignity and respect of all individuals and the laws governing nonprofit organizations. Consistent with our organization's values, we are committed to reinforcing the safety and respect of all those we serve and interact with, whether in-person or through digital means. Any act or threat of physical violence, threatening or disruptive behavior, harassment, aggression, or disrespectful comments will not be tolerated.*

*Our expectation is that our donors share this desire to respect and affirm others and thereby agree to the following:*

- *When I give to APF, I realize I am making a voluntary donation to a nonprofit organization, not buying a product or service. I therefore understand that fundraisers are not selling me a product or service, and that the professional relationship between us is therefore not a customer-sales relationship.*
- *I will not put conditions on my donation for the personal benefit of myself, my family or my friends, nor threaten to withhold a gift for similar reasons.*
- *I recognize that I have potential power in this relationship, because I am in the position to give a donation. I therefore promise not to exploit that power for personal gain.*
- *I will not use my power as a donor to divert APF from its core mission. I understand that my gift does not entitle me to a seat on the APF board or to otherwise have influence on the operations or leadership of the organization.*
- *I will never discriminate against or harass anyone associated with APF based on their sex, gender, sexual orientation, race, class, (dis)ability, religious belief (or lack of), age or any other protected characteristic. Including those individuals I interact with by proxy to APF through events or meetings.*

*Incidents of harassment, disrespect, or abuse will be swiftly addressed by our senior leadership and Board of Directors. APF's response can potentially include everything from a caution to a donor's public recognition being permanently removed and donation returned.*