

To be added as Section XV: Will Replace APA Ethical Code to Span All Staff (All New – Part of CARF QIP)

Business Ethics and Conduct

The successful business operation and reputation of MOPS is built upon the principles of fair dealing and ethical conduct of our employees. Our reputation for integrity and excellence requires careful observance of the spirit and letter of all applicable laws and regulations, as well as a regard for the highest standards of conduct and personal integrity.

The continued success of MOPS is dependent upon our client's trust and we are dedicated to preserving that trust. Employees owe a duty to MOPS, its clients, and stakeholders to act in a way that will merit the continued trust and confidence of the public.

MOPS complies with all applicable laws, regulations, and professional codes of conduct. MOPS expects its directors, officers and employees to conduct themselves in accordance with the letter, spirit and intent of all relevant laws and to refrain from any illegal, dishonest or unethical conduct in clinical, administrative or marketing endeavors. In all marketing activities, MOPS communications are clear, accurate, straightforward, fully informative and non-deceptive.

All MOPS employees are advised to take care to avoid any conduct by word or deed that could reasonably appear to be improper or might injure MOPS reputation. In general, the use of good judgment, based on high ethical principles, provides a guide with respect to the lines of acceptable conduct. If situations arise where it is difficult to determine the proper course of action, employees are expected to discuss the matters openly with supervisors or managers, and, when appropriate to consult with the Corporate Compliance Officer and/or the Executive Director.

Compliance with this policy of business ethics and conduct is the responsibility of every MOPS employee. Disregarding or failing to comply with this standard of business ethics and conduct leads to disciplinary action, up to and including termination of employment. Procedures for investigation and acting on violations of this standard are described in MOPS Personnel Policies and Procedures (Section V: Conditions of Employment)