



STATEMENT OF VALUES

The Theodore Roosevelt Conservation Partnership's mission is to guarantee all Americans quality places to hunt and fish. In order to accomplish our goal, we collaborate with non-profits, businesses, donors, lawmakers, and sportsmen and sportswomen. Our statement of values guides all those who work with us toward our goal.

The TRCP upholds a high ethical standard and does not discriminate on the basis of age, race, national origin, religious beliefs, gender, disability, pregnancy or veteran status or any other basis protected by federal, state, or local laws. The TRCP does not tolerate harassment in any form or by any individual engaged in any TRCP-related activity or event.

We believe an organization that prioritizes engaging diverse perspectives evolves to be inclusive, behaves equitably, and has positive impacts on society.

Our Code of Ethics:

- Respect for all.
- Integrity both in and for our actions.
- Responsibility for our decisions and their consequences.

We are committed to:

- Acting honestly, truthfully and with integrity in all our work, transactions and dealings;
- Treating every individual with dignity and respect;
- Treating our employees with respect, fairness and good faith and providing conditions of employment that safeguard their rights and welfare;
- Being responsible, transparent and accountable for all of our actions; and
- Improving the accountability, transparency, ethical conduct and effectiveness of the conservation nonprofit field.

In addition, TRCP lists eight core organizational values in its strategic plan. They are:

- Bold
- Non-partisan
- Accountable
- Science-based
- Forward looking
- Collaborative
- Inclusive and Diverse
- Transparent

These core values are woven into all organizational strategies that advance the TRCP's mission of guaranteeing all Americans quality places to hunt and fish.