



Landmarks Illinois Code of Ethical Conduct

Approved by the Executive Committee – October 12, 2021

As the state's leading voice for historic preservation and a registered 501(c)(3) organization, Landmarks Illinois' (LI) policy is to uphold the highest legal, ethical and integrity standards. As an organization, LI strives to be accountable and transparent, openly sharing its [Guiding Principles, Statement of Values, strategic plan, annual reports and financial records with stakeholders and the public](#). Consistent with these principles and values is LI's conscientious observance of all applicable laws and regulations, as well as requiring the ethical, appropriate, decent and respectful conduct of all involved with the organization.

As directors, officers and employees of Landmarks Illinois, we are committed to:

1. Compliance with the letter and spirit of all applicable laws and regulations;
2. Acting honestly, truthfully and with integrity in our work;
3. Treating others with dignity and respect;
4. Providing a welcoming experience for all, regardless of age, race, ethnicity, nationality, ability, personal experience, religion, gender, gender identity or expression, body size, sexual orientation or any other distinguishing characteristic;
5. Treating our employees with respect and providing conditions of employment that safeguard their rights and wellbeing;
6. Refraining from any illegal, dishonest, harassing, demeaning, bullying and/or unethical conduct;
7. Acting in a professional, businesslike manner.

Directors, officers and donors shall not use their positions to obtain unreasonable or excessive services or expertise from Landmarks Illinois' staff. In general, the use of good judgment based on high ethical principles will guide directors, donors and employees with respect to lines of acceptable conduct.

However, if a situation arises where it is difficult to determine the proper course of conduct, or where questions arise concerning the propriety of certain conduct by an individual or others, the matter should be brought to the attention of the President & CEO, Chief Operating Officer (COO), Chair of the Board of Directors or a member of the executive committee of the board, as appropriate. In all questions involving ethics and conduct, the board will make relevant determinations and/or take necessary actions, except that any individual whose conduct is at issue will not participate in such decisions.