

Vision

"Celebrating the potential of all people"

Purpose

"The Kennedy Center, Inc., a private community-based rehabilitation organization, actively responds to individuals with disabilities or special needs by offering innovative, comprehensive community services."

Mission Statement

"Our mission promotes the empowerment of individuals with diverse abilities, disabilities, and experiences toward optimal participation and inclusion in the community."

Values

We believe in treating all people with respect and dignity.

We believe in the empowerment of individuals with disabilities and their families through collaborative efforts.

We believe in assisting individuals with disabilities toward optimal inclusion within the community.

We believe all agency services will be cost effective.

We value diversity, support the elimination of discrimination, advocate for social equality, independence and the advancement of the field of rehabilitation.

Codes of Ethical Conduct (Values Operationalized)

It is essential that all staff and the governing body consistently follow the standards of conduct identified below:

Integrity

- Take responsibility for our actions.
- Acknowledge and follow through with our responsibilities.
- Do what we say we will do, act with honesty, genuineness and objectivity.

- Act with good purpose.
 - Avoid situations and relationships that may impair professional judgment, cause a conflict of interest, increase the risk of harm to consumers or lead to exploitation. This includes: receiving supervisory approval before transporting consumers to employee's own home or business, conducting personal errands during work hours or accepting gifts of substantial value from vendors or others from whom the Agency contracts.
 - Staff members may witness consumer documents as long as the document does not pose a conflict of interest.
 - Avoid situations and relationships within the workplace and amongst subordinates and co-workers that may impair professional judgment or cause a conflict of interest.
- Communicate in an accurate, positive and forthright manner.
- Remain alert and attentive at all times while at work.
- Represent credentials to the public accurately.
- Accurately complete all agency reports, consumer data, employee records and all other documents.
- Ensure that administrative, programmatic, marketing, and fiscal operations are in accordance with all licensing regulations, accounting principles, accreditation standards, and legal requirements. Refer to SOPA 105 Marketing Code of Ethics.
- Engage only in business practices that are in the best interest of the consumer and competitively fair with the prevailing area industry. Refer to SOPA 114. Business Practices Code of Ethics.
- Respond appropriately to unethical behavior of colleagues.

Respect

- Listen and ask questions to be certain to understand others.
- Treat all others with respect, acceptance and dignity.
- Communicate ethically, calmly and professionally.
- Maintain privacy and confidentiality in all forms of communication and consumer records.
- Respect the consumer's right to self-determination.
- Take responsibility for all assigned materials and equipment and treat with respect and care.
- Once we have separated from the Agency, respect the established relationship consumers have with The Kennedy Center by not engaging with consumers in any activity which competes with the services offered by The Kennedy Center.

Consumer and Stakeholder Focus

- Provide services without discrimination or preference based on age, ethnicity, culture, race, disability, gender, religion, sexual orientation or socioeconomic status.
- Strive to exceed consumer and stakeholders expectations.
- Educate our consumers, stakeholders, community and rehabilitation professionals.
- Act as advocates in addressing unmet consumer and community needs.
- Listen to and understand the needs and requests of consumers and stakeholders.
- Act to empower consumers to achieve their greatest potential.
- Promote the care, safety and well being of all consumers.
- Use creativity in problem solving.
- Recognize a commitment to lifelong learning, continually upgrading knowledge and skills to serve the consumers better.
- Challenge ourselves to achieve the best.