Our mission is to uplift under-served individuals and their families by doing whatever it takes.

BACS Board of Directors will:
- Strive to uphold all applicable laws and regulations, to protect and/or enhance BACS’ ability to accomplish its mission. Applicable legislation will be distributed to all Board Members on a timely basis.
- Maintain the confidentiality of the Board, staff, and clients of the agency.
- Review the Code of Ethics when making policy or engaging in activities at BACS.

BACS Administration will:
- Ensure that the agency is managed with honest and integrity.
- Ensure fair, unbiased hiring and promotion procedures.
- Evaluate employees on a fair and consistent basis in a timely manner.
- Set a high standard of professionalism for all staff.
- Honor the privacy of all employees.

BACS Employees and Volunteers will:
- Treat persons served with respect and dignity.
- Strive to meet performance standards at the highest level.
- Refuse to engage in or tolerate any fraud, misuse, abuse, or waste of BACS resources.
- Encourage growth and self-improvement in themselves and their co-workers.
- Exhibit respect for co-workers and all those with whom they come into contact.
- Comply with all legal requirements concerning substance abuse.
- Comply with all other laws and regulations affecting the organization and their personal obligations.
- Support a work environment that is open and non-secretive while being mindful of the need for confidentiality.
- Seek out input from persons served in the programs.
- Maintain an atmosphere in which those served may learn and develop.
- Respect our clients’ legal rights at all times.
- Discuss any questions concerning interpretations or compliance with the Code of Ethics with respective supervisor.
- Encourage the reporting of breaches of the Code and protect those who report.
- Adhere to the policies established by Alameda County Behavioral Health Department and the California Board of Behavioral Science Examiners.
- Follow the Code of Ethics of one’s professional association.
- Follow all laws and regulations regarding clients rights including elder and dependent abuse reporting.

BACS Fiscal Operations Department will:
- Ensure that all financial practices of BACS shall be handled in accordance with the applicable federal, state, and local laws.
- Secure an independent financial audit annually, and distribute a copy to each Board member.
- Provide financial reports in a complete & timely manner to allow the Board and management to meet their fiduciary responsibilities.
- Maintain internal fiscal controls.
- Maintain an accounting department that is based on honesty and operates with integrity.

BACS Fund Development Department will:
- Maintain the integrity of BACS in all marketing activities so as to merit the continued support and trust of the public.
- Present all information regarding Bay Area Community Services in a truthful and honest manner.
- Develop marketing materials that ensure BACS’ accountability to the public.
- Make full and fair disclosures of all relevant information to donors and funders who have a right to know how their dollars are spent.
- Respect the contracts of all foundations regarding restricted funds.
- Respond quickly to all requests for information.