

Shriver Education for the Arts, Inc.  
84-2941641

**SHRIVER EDUCATION FOR THE ARTS, INC.**  
**Principles of Ethical Conduct**

Every Shriver Education for the Arts employee and volunteer has a duty to Shriver Education for the Arts beneficiaries, and to the organization to protect the good name and reputation of Inclusion Revolution, essential to the growth and success of the Shriver Education for the Arts movement. A serious ethical or legal lapse by an employee or volunteer could severely damage the movement's reputation for honesty and integrity, reduce public support, and undermine our ability to fulfill our mission.

Since its founding in 2019, Shriver Education for the Arts has built a valuable reputation as a trustworthy movement that families, volunteers, donors and employees are proud of and feel good about supporting. To help every employee and volunteer protect the reputation of Shriver Education for the Arts, the Board of Directors has adopted the following principles.

Every Shriver Education for the Arts employee and volunteer shall comply with the following principles in relation to his or her Inclusion Revolution activities:

1. Act with professionalism, integrity, and the highest standards of ethical conduct;
2. Avoid conflicts of interest, both real and perceived, and deal with any potential conflict as required under the Shriver Education for the Arts Conflict of Interest Policy;
3. Understand that even the appearance of misconduct or impropriety can severely damage the reputation of Shriver Education for the Arts, and therefore avoid such appearances;
4. Never use Shriver Education for the Arts assets or information for personal gain or advantage;
5. Ensure that all Shriver Education for the Arts transactions are handled honestly and recorded fully and accurately;
6. Respect every employee's and volunteer's right to fair treatment and equal opportunity, free from discrimination or harassment of any kind;
7. Protect confidential information concerning Shriver Education for the Arts and Shriver Education for the Arts donors, sponsors, and fellow workers; and
8. Comply with all laws and regulations that govern the conduct of Inclusion Revolution activities.