

Business Ethics and Conflict of Interest

The Foundation complies with all applicable laws and regulations and requires its directors, officers, and employees to conduct business in accordance with the letter, spirit, and intent of all relevant laws and to refrain from any illegal, dishonest, or unethical conduct.

In general, the use of good judgment, based on high ethical principles, will guide you with respect to lines of acceptable conduct. If a situation arises for which it is difficult to determine the proper course of action, the matter should be discussed openly with your immediate supervisor and, if necessary, with the Vice President for Finance and Operations.

In addition, the Foundation's Board of Directors has adopted a Conflict of Interest Policy to guide employees in the conduct of business. Employees are expected to perform their duties in good faith and in a manner they reasonably believe to be in the best interest of the Foundation.

The Foundation's current Conflict of Interest Policy is available on the Foundation's Intranet. All employees have the responsibility to comply with these and all Foundation policies.