

FOUNDATION CODE OF CONDUCT

The _____ Foundation (the Foundation) expects all its employees, directors and officers to act with honesty and integrity and to comply fully with all applicable laws and regulations.

In support of the Foundation's commitment to legal compliance, the Foundation has implemented a Whistleblower and Anti-Retaliation Policy for reporting misconduct and concerns that encourages appropriate consideration of ethical issues, all in a safe and non-retaliatory environment.

The Foundation has a Conflict of Interest Policy that requires conflicts of interest or the appearance of a conflict to be avoided or appropriately managed through disclosure and other means.

The Foundation's Board of Directors actively directs and oversees the activities of the Foundation and sets its mission and strategic direction.

The Foundation manages its endowment, its program grants and expenses responsibly and prudently. Grant funds will be disbursed in a manner consistent with our educational purposes, our donors' intent and in support of our mission.

The Foundation is committed to providing the public with information about our mission, initiatives and program activities. Information about the Foundation, including its annual IRS Report on Form 990 and audited financial statements, are available to the public on our website.

The Foundation regularly reviews its program and operational effectiveness and has mechanisms to incorporate lessons learned into future programs and operations.

DISCLAIMER--This document provides one example of such a policy. Other approaches are possible and may be advisable for your organization. Organizations should seek their own legal counsel before adopting any policy statement or procedure regarding this matter. NICF makes no legal opinion as to the validity of this document.