

GWAA Board of Directors

Code of Ethics

The Board of Directors ("Board") of the George Washington Alumni Association ("GWAA" or "Association") has a strategic role serving George Washington University ("University" or "GW") alumni, including championing the institution's mission, encouraging and fostering alumni involvement, building long-term relationships with alumni, students, and other constituencies, and collaborating with University officials.

Obligations. This Code of Ethics ("Code") applies to all Board members and any alumni or other persons who volunteer for the Board in any capacity, including on a Board committee ("Board volunteers"). Each Board member shall be provided a copy of this Code for signature at the beginning of his or her term. Failure to agree to and sign a copy of this Code is grounds for removal from the Board. Board volunteers shall sign the Code of Ethics annually at the beginning of their service as a Board volunteer.

Board members and Board volunteers should strive to maintain the highest level of ethics in all of their actions on behalf of the GWAA and GW. The principles below are intended to assist Board members and Board volunteers in fulfilling their roles in an appropriate manner. GWAA Board members and Board volunteers have a fundamental obligation to:

- Serve and support GW alumni in an ethically and socially responsible manner;
- Advance the mission of the University;
- Reflect in their volunteer efforts the basic values of GW, including an abiding respect for diverse ideas and interests;
- Enforce through words and actions the principles of honesty, integrity and trust, forming the basis for long-term relations and engagement with the University's other alumni and constituencies;
- Not take any action when interacting with students that would knowingly encourage any student to violate the GW Code of Student Conduct;
- Take responsibility for one's decisions involving the GWAA and GW, and treat colleagues, alumni, and others with courtesy and respect;

- Avoid placing or the appearance of placing, one's own self-interest or any third-party interest above that of the GWAA and GW when acting in any GWAA capacity, including representing the GWAA at alumni events;
- Disclose involvement with other organizations, businesses, or individuals where such a relationship might be viewed as an actual or potential conflict between his or her own personal or financial interests and that of the GWAA or GW, and disqualify himself or herself from participating in any decision with respect to those interests;
- Not engage in harassment or discrimination based on race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity or expression, or any other basis prohibited by applicable law;
- Maintain the highest standards of personal and professional behavior with students, treating them in a respectful and responsible manner, and never engage in any inappropriate sexual, romantic, or other intimate behavior, whether through conduct, words, innuendo, or otherwise;
- Maintain confidentiality, both during and after Board or volunteer service, of information provided to Board members or volunteers which is non-public, private or otherwise considered confidential. Such information could include but is not limited to alumni personal data such as that covered under the GW Volunteer Confidentiality Agreement, confidential matters shared at Board and committee meetings including information provided by the University, and information associated with nominations and governance processes. This policy is not intended to prevent disclosure of confidential information when required by law; and
- Immediately report any violation or alleged violation of this Code of Ethics to the Chair or Vice Chair of the Nominations and Governance ("N&G") Committee (who, in turn, will advise the President) or, if the reporting person prefers, to the President. If reporting within the Board is not feasible, then the AVP, Alumni Relations or to the Vice President, Development and Alumni Relations, may be contacted.

Investigation. Any report of a potential violation of the Code shall be referred to the Chair of the N&G Committee for investigation and to recommend resolution. If the Chair is implicated in the alleged violation or is otherwise unable to participate, the



Vice Chair of the N&G Committee will assume such responsibility. Otherwise, the President will assume the responsibility to investigate or delegate to another member of the Executive Committee. She/he will convene a small group of N&G Committee and/or Executive Committee members to review and research the alleged violation(s). A report shall be made to the Executive Committee along with a recommendation on how to address the alleged violation. The reporting, investigating and resolving of alleged violations will be handled in a confidential manner, although such matters may be shared with appropriate GW personnel.

Enforcement. Board members or Board volunteers who have been found to violate the Code of Ethics are subject to being removed from their membership on the Board or as a volunteer by a majority vote of the Executive Committee. In the event the alleged violation violates or potentially violates any criminal or civil laws, the Board, through the Executive Committee, has the authority to report such violation to law enforcement officials as it deems appropriate.

Amendments. This Code of Ethics may be amended by a majority vote of voting members present at a duly called Board of Directors' meeting as long as a quorum is present.

As a member of the GWAA Board of Directors or as a Board volunteer, my signature below confirms that I have read, understand, agree to, and will abide by this Code of Ethics during my term of service on the Board or in my capacity as a volunteer for the Board.

Signature

Printed Name

Date

Adopted by the Board of The George Washington Alumni Association on April 8, 2017.