

# Juilliard

<b>Title:</b>	Standards of Ethical Business Conduct
<b>Policy Owner:</b>	Office of the General Counsel
<b>Contact Information:</b>	Room 225 Main Building (212) 799-5000, ex. 231 <a href="mailto:OGC@juilliard.edu">OGC@juilliard.edu</a>
<b>Applies to:</b>	All employees, volunteers and Trustees of The Juilliard School.
<b>Effective Date:</b>	March 1, 2018

## Standards of Ethical Conduct

The Juilliard School (“Juilliard” or “School”) is committed to operating in an ethical, honest, and lawful manner. We encourage and expect all employees, volunteers, and Trustees to conduct themselves according to the highest ethical standards.

Based on these values, Juilliard’s standards of ethical conduct are as follows:

- i. Maintain the highest standards of honesty, integrity, and professionalism;
- ii. Act for the benefit of the School without regard to personal interests;
- iii. Make all decisions solely to promote the best interests of the School;
- iv. Refrain from all activities that conflict with the best interests of the School;
- v. Refrain from using one’s position or access to information to derive personal advantage;
- vi. Avoid conduct that could compromise the integrity or reputation of the School;  
and
- vii. Comply with all laws, rules, and regulations applicable to the School and with all standards, policies, and procedures adopted by the School, including the School’s Conflict of Interest Policy.

## Consequences of Violation

Violations of the standards, or any other policies or procedures of the School, may lead to disciplinary consequences, up to and including termination of employment or other relationship with the School. Violations of laws, rules and regulations may also result in criminal or civil penalties.

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## Reporting Suspected Violations and No Retaliation

Any community member who is aware of material violations of these ethical standards is encouraged to report it to a supervisor, the Chief Financial Officer, or the General Counsel. No retaliatory action will be taken against any member of the community who in good faith makes such a report.

## Related Policies

- Whistleblower Policy** [[Link](#)]
- Conflict of Interest Policy** [[Link](#)]
- Gifts from External Parties Policy** [[Link](#)]
- Anti-Corruption Policy** [[Link](#)]