

Title:	Standards of Ethical Business Conduct
Policy Owner:	Office of the Legal Counsel
Contact Information:	Office of the Legal Counsel The Tianjin Juilliard School 3699 Xinhua Road Binhai New Area Tianjin 300452
Applies to:	All the Tianjin Juilliard School employees, volunteers and board members
Effective Date:	September 17, 2020

Standards of Ethical Conduct

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

Based on these values, Tianjin 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.

Reporting Suspected Violations / 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
- Conflict of Interest Policy
- Gifts from External Parties Policy
- Anti-Corruption Policy

These related policies can be found on the [Policies and Consumer Information](#) page of the Tianjin Juilliard website.

