

Title:	Whistleblower Policy
Policy Owner:	Office of the General Counsel
Contact Information:	Office of the General Counsel The Tianjin Juilliard School 3699 Xinhua Road Binhai New Area Tianjin 300452
Applies to:	All employees, volunteers, officers and board members of the Tianjin Juilliard School (“Tianjin Juilliard” or “School”)
Effective Date:	September 17, 2020

In carrying out their responsibilities, Tianjin Juilliard’s board members, officers, employees, and volunteers are required to adhere to the applicable laws and to the highest standards of business practices, as described in the Tianjin Juilliard’s *Standards of Ethical Business Conduct* (“**Standards**”). Early identification of violations of the applicable laws or of these Standards, and their prompt resolution, are critical to Tianjin Juilliard’s commitment to operating in a sound, ethical, and compliant manner.

Although we place great trust in our board members, officers, employees, and volunteers to comply with the applicable laws and the Standards, there are unfortunately occasions when violations occur. Any board member, officer, employee, or volunteer who has direct knowledge of improper, fraudulent or illegal action taken by or within Tianjin Juilliard should report such action to: (i) the Vice President for Administration & General Counsel of Juilliard School in New York (“**Juilliard School**”), who may be contacted at OGC@juilliard.edu; or (ii) to Tianjin Juilliard’s Chair of the Board of Directors at jwpolisi@juilliard.edu; or Tianjin Juilliard’s Legal Counsel at Sammy.Zhang@tianjinjuilliard.edu.cn

Allegations involving sexual misconduct, however, should be reported in accordance with the School’s *Sexual Misconduct Policy* which can be found on the Tianjin Juilliard website.

The Chair of the Board of Directors and Legal Counsel of Tianjin Juilliard are responsible for investigating allegations. They shall report the results of any such investigation to Tianjin Juilliard School Board of Directors, through its Chair, as deemed necessary or appropriate. Reasonable efforts will be taken to preserve the confidentiality of the party or parties involved, but disclosure of information may be necessary in order to conduct a proper investigation or to resolve the matter. The Vice President for Administration & General Counsel of Juilliard School, or the Audit Committee of Juilliard School, The Chair is authorized to secure other assistance internally or externally, to conduct an investigation, and to take corrective actions as

appropriate.

No retaliatory action – such as intimidation, harassment, discrimination or adverse employment consequence – will be taken against any member of the Tianjin Juilliard community who in good faith reports violations of the applicable laws or of the Standards.