

Title: 文件名:	Standards of Ethical Business Conduct 商业道德行为标准
Policy Owner: 政策所有者:	Office of the Legal Counsel 法务总监办公室
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Applies to: 适用于:	All the Tianjin Juilliard School employees, volunteers and board members 天津茱莉亚学院全体雇员、志愿者及理事会成员
Effective Date: 生效日期:	September 17, 2020 2020年9月17日

Standards of Ethical Conduct

商业道德行为标准

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.

天津茱莉亚学院（以下称“天津茱莉亚”或“学院”）致力于以合乎道德、诚实及合法方式运营。我们鼓励并期待全体雇员、志愿者及理事会成员按照最高道德标准要求自己。

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

基于上述价值观，天津茱莉亚的道德行为标准如下：

- i. Maintain the highest standards of honesty, integrity, and professionalism;
保持最高诚实、正直及专业素质标准；
- ii. Act for the benefit of the School without regard to personal interests;
不掺杂个人私利，以学院利益为目的办事；

- iii. Make all decisions solely to promote the best interests of the School;
仅出于维护学院最大利益目的做决定;
- iv. Refrain from all activities that conflict with the best interests of the School;
避免做出一切与学院利益最大化原则相冲突之行为;
- v. Refrain from using one's position or access to information to derive personal advantage;
避免利用职权或其获取的信息之便, 谋取个人私利;
- vi. Avoid conduct that could compromise the integrity or reputation of the School;
and
避免做出可能使学院诚信或名声受损之行为;
及
- 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.
遵循适用于学院的所有法律、规则和条例, 及学院所采纳的所有标准、政策和流程, 包括学院利益冲突政策。

Consequences of Violation

违规后果

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.

违反学院标准或任何其他政策或流程可能导致纪律性后果, 最严重可包括终止雇佣关系或与学院的其他关系。同时, 违反法律、规则及条例可能导致刑事或民事处罚。

Reporting Suspected Violations / No Retaliation

报告疑似违规/无报复

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.

学院鼓励任何掌握违反上述道德标准实质性行为的成员将其报告至主管、首席财务官或法

务总监。对出于善意进行报告的任何学院成员，不得采取报复性行为。

Related Policies

相关政策

Whistleblower Policy

匿名举报政策

Conflict of Interest Policy

利益冲突政策

Gifts from External Parties Policy

校外单位礼品政策

Anti-Corruption Policy

反腐败政策

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

上述相关政策可在天津茱莉亚网站政策及消费者信息页面找到。