Harris Family Foundation Code of Ethics

1. Purpose and Scope

At the Harris Family Foundation, trust, integrity, and accountability are essential to fulfilling our mission. Our Code of Ethics guides the conduct of our board members, officers, employees, volunteers, contractors, and committee members.

Every person representing the Foundation is expected to act in the best interests of the young people, families, donors, partners, and communities we serve. These standards explain how we protect people, steward resources, make fair decisions, and respond to concerns.

2. Our Ethical Commitments

Integrity and Accountability

We conduct our work honestly, responsibly, and transparently. We accept responsibility for our decisions, follow through on our commitments, and promptly address mistakes or concerns.

Respect Equity and Inclusion

We treat every person with dignity, fairness, compassion, and respect. The Harris Family Foundation does not tolerate discrimination, harassment, bullying, intimidation, exploitation, or retaliation.

Protecting Young People

The safety and well-being of youth and vulnerable participants are always our highest priorities. We maintain appropriate professional boundaries and promptly report suspected abuse, neglect, exploitation, or unsafe conduct.

Conflicts of Interest

Board members, staff, volunteers, and others representing the Foundation must disclose any personal, professional, family, or financial interests that could influence—or appear to influence—a Foundation decision. Individuals must not participate in decisions involving scholarships, contracts, employment, partnerships, or other benefits when a conflict of interest exists.

Financial Stewardship

We use donations, grants, property, and other Foundation resources responsibly and only for authorized charitable purposes. We maintain accurate records, honor donor restrictions, and follow appropriate financial controls.

Fair Program and Scholarship Decisions

Scholarship, program, partnership, and service decisions are based on established eligibility requirements, documented criteria, available resources, and alignment with our mission. We do not provide favoritism, guarantee selection, or offer special treatment outside an approved process.

Privacy and Confidentiality

We protect confidential information involving students, families, scholarship applicants, donors, employees, volunteers, partners, and Foundation operations. Confidential information is shared only with authorized individuals who have a legitimate need to know.

Honest Fundraising and Communication

We communicate truthfully about our programs, impact, financial needs, tax status, and the intended use of donations. We do not use misleading claims, pressure, or promises that the Foundation cannot fulfill. Names, photographs, videos, testimonials, and personal stories are shared only with appropriate permission.

Political Activity

Foundation resources may not be used to support or oppose candidates for public office. Any permitted advocacy must be mission-related, properly authorized, and conducted in accordance with laws governing nonprofit organizations.

3. Reporting Ethical Concerns

Anyone who witnesses or reasonably suspects misconduct is encouraged to report the concern promptly to the Executive Director, Board Chair, Treasurer, or another disinterested member of the Board of Directors.

The Harris Family Foundation prohibits retaliation against anyone who:

- Reports a concern in good faith
- Participates in an internal review
- Refuses to follow an unethical instruction
- Requests guidance about an ethical matter

Reports will be reviewed as promptly, fairly, and confidentially as reasonably possible. Knowingly false reports or deliberate interference with a review may result in corrective action.

4. Our Commitment to the Community

The Harris Family Foundation is committed to earning and maintaining the trust of the communities we serve. We regularly review our ethical standards and hold our leadership, team members, and volunteers accountable for conduct that reflects our mission.

From Opportunity to Achievement

5. Contact Us

Questions or ethical concerns may be submitted to the Harris Family Foundation.

Email info.harrisfamilyf@gmail.com

Website harrisfamilyf.org