



Code of Ethics for Grantees of The Pew Center for Arts & Heritage

The Pew Center for Arts & Heritage (the Center) is committed to professional conduct and workplaces that demonstrate the highest level of integrity and professional standards, and promote a positive, equitable and creative environment, including freedom from harassment and discrimination. These commitments reflect our institutional values. We work to adhere to them internally through our policies, employment and management practices and externally through a variety of methods including our grants and contract agreements.

As we seek to ensure that these principles are present in the work that we fund, we have developed this Code of Ethics for our grantees. We ask that you join us in our commitment to assuring positive, inclusive and highly professional workplaces by adhering to the terms of this Code. Adherence to this Code of Ethics is mandatory for all Center grantees.

Center grantees are expected to abide by the following specific values and standards, in addition to complying with all applicable workplace laws and regulations.

Personal and Professional Integrity: A working environment that values dignity, respect, fairness, and rigorous adherence to the highest professional standards.

Nondiscrimination and Inclusiveness: Prohibition of discrimination based on gender, race, religion, national origin, citizenship, age, sexual orientation, gender identity or expression, disability, protesting discrimination and any other characteristic protected by national, state or local law (collectively "Protected Characteristics"). It is expected that those accepting the Center's funding will take meaningful steps to promote inclusiveness in their work.

Positive and Productive Work Environment: Ensuring that all employees, colleagues, and work partners are treated with respect, and that sexual or any other form of

harassment is not tolerated. Harassment on the basis of Protected Characteristics is prohibited.

Legal Compliance: Demonstrate knowledge of and compliance with all applicable laws and regulations.

This Code of Ethics is, by necessity, general in outlining broad ethical principles. The Pew Center for Arts & Heritage will be guided by it as well as by other relevant standards for the charitable sector when responding to specific issues not explicitly mentioned above. The Pew Center for Arts & Heritage reserves the right to terminate their relationship with any grantee, to the extent permitted by law and consistent with contractual obligations, if at any time the Center makes a determination, in its sole discretion, that the grantee has engaged in behavior that contravenes this Code of Ethics.