

CEE Board Code of Conduct

The Code is intended to guide the actions and decisions of the Board and serve as an ethical standard to follow when the Board is dealing with the CEE community. We require all relationships among persons in the workplace to be business-like and free of bias, prejudice and harassment.

Equal Employment Opportunity / Anti -Discrimination

The Council for Economic Education does not discriminate on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, genetic information, arrest record, or any other characteristic protected by applicable federal, state or local laws. Our management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities and general treatment during employment.

Harassment

It is the Council for Economic Education's policy to prohibit intentional and unintentional harassment of any individual by another person on the basis of any protected classification including, but not limited to, race, color, national origin, disability, religion, marital status, veteran status, sexual orientation or age. An individual or another person includes an employee, their peer, their supervisor, a customer, vendor, donor or Board member. The purpose of this policy is not to regulate our personal morality, but to ensure that in the workplace, no one harasses another individual.

CEE's policy is to insure that all individuals as defined above are free from sexual harassment. While it is not easy to define precisely what types of conduct could constitute sexual harassment, examples of prohibited behavior include unwelcome sexual advances, requests for sexual favors, obscene gestures, displaying sexually graphic magazines, calendars or posters, sending sexually explicit e-mails, text messages and other verbal or physical conduct of a sexual nature, such as uninvited touching of a sexual nature or sexually related comments. Depending upon the circumstances, improper conduct also can include sexual joking, vulgar or offensive conversation or jokes, commenting about an employee's physical appearance, conversation about your own or someone else's sex life, or teasing or other conduct directed toward a person because of his or her gender which is sufficiently severe or pervasive to create an unprofessional and hostile working environment.

Workplace Violence

Threats, threatening language or any other acts of aggression or violence made toward or by any Company employee WILL NOT BE TOLERATED. For purposes of this policy, a threat includes any verbal or physical harassment or abuse, any attempt at intimidating or instilling fear in others, menacing gestures, flashing of weapons, stalking or any other hostile, aggressive, injurious or destructive action undertaken for the purpose of domination or intimidation.

Violation of CEE’s Harassment, Workplace Violence or Equal Employment Opportunity Policies.

Obviously, not every type of misconduct can be listed. CEE, including the CEE management and/or Board will deal with each situation individually and nothing in this policy should be construed as a promise of specific treatment in a given situation. However, Council for Economic Education will endeavor to utilize progressive discipline but reserves the right in its sole discretion to terminate an employee at any time for any reason or to ask a Board member to step down.

The observance of these rules will help to ensure that our workplace remains a safe and desirable place to work.

Wrongful Conduct [from our Whistleblower Policy]

“Wrongful Conduct” is defined to include a serious violation of an adopted CEE policy; a violation of applicable state and federal law; fraudulent conduct; or the use of CEE property, resources, or authority for personal gain or other non-organization-related purpose except as provided under CEE policy.

No Retaliation

No director, officer, or employee or other individual who in good faith reports harassment, violence, discrimination or wrongful conduct will suffer harassment, retaliation or adverse employment consequence. Any director, officer, employee or other individual who retaliates against anyone who has reported harassment, violence, discrimination or wrongful conduct in good faith is subject to discipline up to and including termination of employment or removal from the Board or Directors, as applicable.

Signature

Date