

Inclusion Revolution, Inc.
84-3132691

INCLUSION REVOLUTION, INC.
Principles of Ethical Conduct

Every Inclusion Revolution employee and volunteer has a duty to Inclusion Revolution beneficiaries, and to the organization to protect the good name and reputation of Inclusion Revolution, essential to the growth and success of the Inclusion Revolution movement. A serious ethical or legal lapse by an employee or volunteer could severely damage the movement's reputation for honesty and integrity, reduce public support, and undermine our ability to fulfill our mission.

Since its founding in 2019, Inclusion Revolution has built a valuable reputation as a trustworthy movement that families, volunteers, donors and employees are proud of and feel good about supporting. To help every employee and volunteer protect the reputation of Inclusion Revolution, the Board of Directors has adopted the following principles.

Every Inclusion Revolution employee and volunteer shall comply with the following principles in relation to his or her Inclusion Revolution activities:

1. Act with professionalism, integrity, and the highest standards of ethical conduct;
2. Avoid conflicts of interest, both real and perceived, and deal with any potential conflict as required under the Inclusion Revolution Conflict of Interest Policy;
3. Understand that even the appearance of misconduct or impropriety can severely damage the reputation of Inclusion Revolution, and therefore avoid such appearances;
4. Never use Inclusion Revolution assets or information for personal gain or advantage;
5. Ensure that all Inclusion Revolution transactions are handled honestly and recorded fully and accurately;
6. Respect every employee's and volunteer's right to fair treatment and equal opportunity, free from discrimination or harassment of any kind;
7. Protect confidential information concerning Inclusion Revolution and Inclusion Revolution donors, sponsors, and fellow workers; and
8. Comply with all laws and regulations that govern the conduct of Inclusion Revolution activities.