

t r a n s f o r m e r

Code of Conduct Policy

Adopted by Transformer's Board of Directors, December 3, 2020.

Transformer is committed to maintaining the highest standards of ethical conduct and behavior and promotes a working environment that values respect, fairness and integrity. All Board members, the Executive Director, staff and volunteers are expected to act with honesty, integrity and openness in all their dealings as representatives of Transformer and comply with all applicable laws and regulations. Failure to follow these standards may result in disciplinary action, including possible termination of employment or dismissal from the Board.

Transformer is committed to:

- Acting honestly, truthfully and with integrity in all our transactions and dealings;
- Avoiding conflicts of interest;
- Appropriately handling actual or apparent conflicts of interest in our relationships;
- Treating our artists fairly;
- Treating our fellow arts organizations fairly;
- Treating every individual with dignity and respect;
- Treating our employees with respect, fairness and good faith and providing conditions of employment that safeguard their rights and welfare;
- Being a good corporate citizen and complying with both the spirit and the letter of the law;
- Acting responsibly toward the communities in which we work and for the benefit of the communities that we serve; and
- Being responsible, transparent and accountable for all of our actions.