

THE WEXNER FOUNDATION

ANTI-HARASSMENT CODE OF CONDUCT

The Wexner Foundation is committed to creating an environment that exemplifies Jewish values such as *kavod habriot* (human dignity), *hinuch* (learning) and the Talmud's teaching that *kol yisrael arevim zeh bazeh*, that "all Israel is responsible for one another" (Shavuot 39a). Jewish tradition recognizes that every person is created in the Divine image and should be treated as such, and the Jewish values of repairing the world, mutual responsibility and not standing idly by while others are being harmed are fundamental to the creation, implementation and upholding of this Code of Conduct.

The Wexner Foundation is committed to creating a harassment-free environment for all participants, including event participants (Alumni, Fellows, Members,) Staff and Faculty. Harassment as outlined below is considered by The Wexner Foundation to be a serious form of professional misconduct.

This Code of Conduct is established in order to promote safety and respect in all of our activities. We expect all participants at The Wexner Foundation activities to abide by this policy in all venues, including ancillary events and unofficial social gatherings, as well as virtual gatherings:

Exercise consideration and respect in your speech and actions:

- Refrain from demeaning, discriminatory or harassing behavior and speech;
- Be mindful of your surroundings and of your fellow participants;
- Alert conference leadership if you notice a dangerous situation, someone in distress or violations of this policy, even if they seem minor.

The following behaviors do not belong at The Wexner Foundation events of any kind:

- Sexual harassment of any kind, including unwelcome sexual attention and inappropriate physical contact;
- Harassment that discriminates against a specific group of people based on age, race, sex, ethnicity, national origin, religion, language, sexual orientation, gender identity or gender expression, disability, health conditions, socioeconomic status, marital status, domestic status or parental status (hereafter, simply harassment);
- Abuse of power (including abuses related to position, wealth, race or gender).

CONTACT US TO REPORT AN INCIDENT

If while at a Wexner Foundation event, you have been involved in or have witnessed an incident that violates the Code of Conduct, please report to Chief of Staff Rachel Sosin at (614) 939-6074 and rsosin@wexner.net or our Financial Controller, Peg Uglan at (614) 939-6000 or pequ@naproperty.com. Reports will be treated as confidential. Share as much information as you can to help The Wexner Foundation make a thorough investigation of the onsite incident.

THE WEXNER FOUNDATION'S COMMITMENT

The Wexner Foundation will investigate all incidents reported with discretion and confidentiality. The Wexner Foundation reserves the right to bar any person who violates our Code of Conduct from attending the event in its entirety or in part and/or to cancel the affiliation of the person.

ABOUT THE CODE

Created based on recommendations from the SRE Network.
safetyrespectequity.org.



COLUMBUS Headquarters
8000 Walton Pkwy,
Suite 110
New Albany, OH 43054
(614) 939-6060

NEW YORK
420 Lexington Avenue,
Suite 331
New York, NY 10170
(212) 355-6115

JERUSALEM
3 Kiryat Hamada St., Har Hotzvim
Building D, 11th floor
Jerusalem, Israel
(02) 563-7035

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I have read the Code of Conduct and agree to adhere by its terms and conditions.

Signature

Date

Printed Name