

Special Olympics, Inc.

PRINCIPLES OF ETHICAL CONDUCT

Every Special Olympics employee and volunteer has a duty to Special Olympics athletes and to the organization to protect the good name and reputation of Special Olympics, essential to the growth and success of the Special Olympics 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 1968, Special Olympics has built a valuable reputation as a trustworthy movement that athletes, families, volunteers, donors and employees are proud of and feel good about supporting. To help every employee and volunteer protect the reputation of Special Olympics, the Board of Directors has adopted the following principles, which are based on a similar summary of ethical conduct that the United States Olympic Committee has promulgated for its staff and Board of Directors.

Every Special Olympics employee and volunteer shall comply with the following principles in relation to his or her Special Olympics 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 *Special Olympics Conflict of Interest Policy*;
3. Understand that even the appearance of misconduct or impropriety can severely damage the reputation of Special Olympics, and therefore avoid such appearances;
4. Never use Special Olympics assets or information for personal gain or advantage;
5. Ensure that all Special Olympics 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 Special Olympics and Special Olympics athletes, donors, sponsors, and fellow workers; and
8. Comply with all laws and regulations that govern the conduct of Special Olympics activities.

These principles are supplemented by specific policies in the Special Olympics Employee Handbook (for example, the policies on conflicts of interest, gifts and gratuities, honoraria, external activities, and use of e-mail and the internet). The Special Olympics Legal Department can provide confidential guidance regarding compliance with these Principles of Ethical Conduct. If you have any questions or need guidance or counsel, please contact Brandon M. Fitzgerald, Chief Legal Officer & Secretary, bfitzgerald@specialolympics.org or Daniel Kurland, Staff Attorney & Assistant Secretary, dkurland@specialolympics.org.

12/12/2023