

## WRIGHT-INGRAHAM INSTITUTE CODE OF CONDUCT POSITION STATEMENT

The Wright-Ingraham Institute embraces individuals from walks of life. We value justice, diversity, equity and Inclusion and everything that those four words represent in today's global society. In that spirit, we agree to:

**1. Act with integrity.** Honesty and ethical behavior are the bedrock of productivity. If we cannot trust one another, we cannot collaborate or innovate. Lying, cheating, stealing, acts of violence and other ethical violations are grounds for discipline up to and including dismissal.

**2. Show common human decency.** Everyone we interact with deserves to be treated with respect. This is especially important when we have a disagreement. When we treat people with disrespect, we hurt both our long-term work and our collective efforts. WII team members seek to:

A. **Understand when there are differences**, not to merely tolerate differences; but to seek to understand the other person's logic and emotions.

B. **Not impose our beliefs on others.** Everyone has a right to *believe* whatever they want, but we don't have a right to *do* whatever we want.

C. **Care.** We are more likely to do great work and to help your team do great work when you care about the people you work with not just on a professional level but on a human level.

D. **Be aware of the impact we have on others.** If we hurt someone, saying "I wasn't aware" or "I didn't mean to" is not good enough. It is our responsibility to be aware of the impact we have on others and to make amends when we've hurt them.

**3. Challenge respectfully and directly.** If we disagree with people, we keep an open mind and say something directly to them rather than talking behind their backs. Gossiping, backstabbing, and political behavior has a negative impact on our performance, and on our Institution. WII team members seek to:

**Correct bias.** If people say or do something that seems biased to us, we strive to correct them by helping to ameliorate, without attacking them, in the spirit of helping them learn, not to punish them. We're all biased in our own ways, and we will move in the right direction only when we correct one another's biases.

A. **Respect others' space and consent.** It is the responsibility of an instigator to be aware of how another person feels about personal space and its limitations. If the other person doesn't want to be touched, we don't touch. Unwanted touching is grounds for discipline up to and including dismissal.



**B. Honor checks and balances.** Unchecked power corrupts, and we have put in place a structure that ensures none of us are corrupted by it. Nobody here has unilateral authority, and nobody is above the rules. If any one of us notices a problem, we have multiple escalation options.

**4. The right to a discrimination- and harassment-free workplace.** WII supports the dignity of every individual and expresses a firm commitment to the well-being and safety of those working within our Institute. Discrimination and harassment in any form are not only contrary to our aim of a more peaceful and just world, but also morally reprehensible because they undermine the dignity of community members and often represent an unfair exploitation of power. As an Institute, we take seriously our responsibility to educate all members of our community about the nature of discrimination and harassment, their effects on both individual and communal well-being, and the steps necessary to move toward an anti-harassment culture. In addition to our commitment to equality of opportunity and freedom from discrimination for all with whom we have professional relationships, we privilege restorative methods of justice. Alleged cases of discrimination and harassment will be brought to the attention of the WII Board of Directors and will be investigated in a confidential manner. If it is confirmed that an Institutional member's actions have been inconsistent with our Institutional values, we will take appropriate and timely action.

