

## Black Alumni of MIT Board of Directors Code of Ethics

### Preamble

As a member of the BAMIT Board of Directors or a committee member, you are expected to adhere to the aspects of ethical and professional standards that are detailed below. Ethics must be integral to our behavior; we are individually and collectively accountable for our behavior. A code of ethics is, by necessity, general in outlining broad ethical principles; it is not a detailed set of recommended practices on specific issues. These statements are the standards by which actions of Board Members and committee members will be judged.

### Personal and Professional Integrity

We are committed to:

- Acting honestly, truthfully and with integrity in all our actions;
- Committing to excellence and to maintaining trust;
- Putting philanthropic mission above personal gain;
- Employing ethical decision making in the performance of our duties;
- Treating every individual with dignity, fairness, openness and respect, and embracing diversity and inclusion;
- Acting responsibly toward the communities with which we interact and for the benefit of the communities that we serve;
- Obtaining and using only information pertinent to the activity for which it was intended;
- Representing BAMIT professionally, and accurately in all forms of communication (including print, verbal and digital), and protecting confidential information and the intellectual property rights of others, including patents, trademarks, trade secrets, copyrights or other proprietary rights;
- Avoiding even the appearance of any professional misconduct or criminal offense;
- Being responsible, transparent and accountable for all of our actions and their consequences;

- Improving the accountability, transparency, ethical conduct and effectiveness of BAMIT;
- Encouraging colleagues to embrace and practice these ethical principles and standards; and
- Bringing credit to BAMIT by our public demeanor.

### Conflict of Interest Policies

- BAMIT Board Members and committee members will recognize and avoid conflicts of interest that could adversely influence their judgment or objectivity and, when unavoidable, recuse themselves from the situation.
- BAMIT Board Members and committee members shall not knowingly take any action or make any statement intended to influence the conduct of BAMIT in such a way as to confer personal or financial benefit on any person, corporation, or entity in which the individual has a personal or business interest.
- BAMIT Board Members have a fiduciary duty to the BAMIT Corporation. BAMIT Board Members must exercise unbiased and honest judgment in the pursuit of BAMIT's interests with undivided loyalty and in utmost good faith.
- BAMIT Board Members and committee members shall not disclose any confidential or sensitive information obtained in the course of their service on behalf of BAMIT.
- BAMIT Board Members and committee members shall not use or authorize the use of the name, logo, motto or property belonging to BAMIT without Board approval or for personal gain or commercial advantage.

### Disciplinary Action

- In instances when a BAMIT Board Member or committee member is believed or alleged to have acted contrary to the ethical standards described herein, even if those actions occurred prior to serving on the Board or a committee, members are encouraged to bring such

matter(s) to the immediate attention of the BAMIT Board of Directors for review and appropriate action.

- Any Board Member or committee member who is deemed to be in violation of this code is subject to a comprehensive conduct review by the BAMIT Board of Directors, which can lead up to and include an indefinite suspension or removal from any current Board or committee involvement and/or eligibility for future involvement.

Adopted on this date by the BAMIT Board of Directors: January 9, 2022