

Seaside School, Inc. and Seaside School Foundation, Inc.

CODE OF ETHICS

adopted by the Seaside School, Inc. on 1/24/13

adopted by the Seaside School Foundation Inc. on 12/19/12

As a nonprofit organization and public charter school in the State of Florida, the policy of the Seaside School, Inc. (the "School") is to uphold the highest legal, ethical, and moral standards. Likewise, as a nonprofit 501(c)(3) foundation, the policy of the Seaside School Foundation, Inc. (the "Foundation") is also to uphold the highest legal, ethical and moral standards. The public supports both the School and the Foundation because they trust each entity to be good stewards of resources and to uphold rigorous standards of conduct. The reputation of both the School and the Foundation requires the careful observance of all applicable laws and regulations, as well as a scrupulous regard for the highest standards of conduct and personal integrity. To these ends, the School and Foundation agree to the following:

1. From our directors, officers and employees, we expect integrity, honesty and trustworthiness in their work; courage in their decisions; and a dedication to values and beliefs of the School and Foundation we represent.
2. We will comply with all applicable laws and regulations, and we expect the School Board of Directors, the Foundation Board of Directors, officers and employees to conduct business in accordance with the letter and spirit of all relevant laws; to refrain from any illegal, dishonest, or unethical conduct; to act in a professional, businesslike manner; and to treat others with respect.
3. We expect responsible action on behalf of the organization we represent and are accountable and transparent to the public and to one another. We share information when appropriate without violating the law.
4. We expect to be treated and to treat others with respect. While we will speak and act as a unified Board, we respect the opinions of and the differences among individuals.
5. We expect our actions to demonstrate our respect for others and the community as a whole. We care about the well-being of each other as Board members, employees and the community in which we serve.

In support of these standards of high ethical conduct, each director, and employee of both the School and Foundation WILL NOT:

6. Deceive, defraud, or mislead the members of the School Board of Directors, the members of the Foundation Board of Directors, staff members or those with whom the School or Foundation have business or other relationships.
7. Misrepresent the School or Foundation in any negotiations, dealings, contracts, or agreements.

8. Divulge or release any information of a proprietary nature relating to the plans, mission, donors or operational databases of the School or Foundation without the necessary prior approval.
9. Obtain a personal advantage or benefit due to relationship(s) established by any officer, senior staff member or member of the Board of Directors by use of either organization's name.
10. Accept individual gifts of any kind in excess of \$200, in connection with the officer's, key staff member's or Board of Director's relationship with the School or with the Foundation.
11. Withhold their best efforts to perform their duties to acceptable standards.
12. Engage in unethical business practices of any type.
13. Use School or Foundation property, financial resources, or services of personnel for personal benefit.
14. Violate any applicable laws, rules, regulations and ordinances.

To honor the purpose and spirit of this policy, all School Board directors, Foundation directors, officers and employees shall review and acknowledge their understanding of this policy on an annual basis.

Acknowledgement

I HEREBY CONFIRM that I have read and understand this Code of Ethics and will strive to uphold it to the best of my ability.

Signature

Date