

## **SAMPLE GRANT AGREEMENT EXCERPTS ON CONDUCT**

### **ARTICLE 8 - CONDUCT STANDARDS**

8.1 We seek to work with organizations and individuals who perform at the highest levels and who share our commitment to ethical conduct and practices. You represent and agree that:

8.1.1 You aspire to provide a tolerant and civil workplace that encourages equal employment opportunities for underrepresented groups to the fullest extent allowable under applicable law and is free of discrimination, harassment, and misconduct;

8.1.2 You have in place, and enforce in accordance with their terms, policies, procedures, and practices that help ensure a tolerant and civil workplace, including, but not limited to: staff training regarding workplace misconduct; mechanisms for complaints to be made to an impartial person; fair processes for investigation and adjudication; and prohibitions of retaliation against persons making good faith complaints. If we ask, you will provide us with copies of such policies and procedures as then in effect;

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8.2 If we learn of allegations of workplace misconduct, financial mismanagement or impropriety, or alleged violations of Academic Integrity, or otherwise believe you have done anything that is inconsistent with Sections 8.1.2 through 8.1.6, you will cooperate with our reasonable inquiries aimed at understanding the relevant policies, procedures, and practices you have in place and how they were operationalized in response to the situation at hand. In making such inquiries, our goal is not to be the fact-finder. If we conclude you lack the necessary policies, procedures, and practices, or have failed to investigate the situation in a fair and expeditious manner, we may take such action as we deem appropriate under the circumstances, including, but not limited to, suspending future grant payments until you have addressed the situation to our satisfaction or, in extreme cases, terminating the grant. Absent urgent circumstances, prior to taking any action, we will discuss the proposed course of action with you and provide you with an opportunity to respond and suggest corrective action.

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### **ARTICLE 9 - TERMINATION; SURVIVAL**

9.1 At our sole option, we may terminate the grant at any time if:

9.1.3 You fail to comply with any of the terms or conditions of this Agreement, including, but not limited to, the Conduct Standards set forth in Article 8 (other than Section 8.1.1); or

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