

# VIVEKANANDA INTERNATIONAL UNIVERSITY

## Core Personal Values

- **Integrity**

Complete honesty is expected from everyone in every situation. Even the appearance of conflict of interest will be avoided. Successful long-term relationships depend on trust and open communication.

- **Respect for Others**

Each person is treated with respect and dignity in all situations. Criticize only ideas—not people, and share responsibility. There is no room for abusive language or arrogance in relationships with others.

- **Passion for the Welfare of the University**

Each person will adopt the perspective of the Trustees and passionately pursue the overall interests of the university, while maintaining fairness to all individuals in all transactions. Personal advancement at the expense of others is discouraged and cooperation is expected.

- **Patience and Understanding**

Each person will listen constructively, keep an open mind, and take the time to understand with empathy before reaching a conclusion. Effective teamwork depends on the confidence that others care and are willing to take the time to listen.

- **Openness to Change**

Continuous improvement requires openness to change, even though this usually causes inconvenience, inefficiency, and risk of failure. The university will constantly strive to innovate and improve in every area.

## Core Institutional Values

- **Quality and Continuous Improvement**

VIU will strive for quality in all that it does. It will also strive for continuous improvement in all areas, and will measure its progress with appropriate national standards.

- **Student Learning and Student Development**

Vivekananda International University is a student-centered institution. It will strive to provide educational experiences of exceptional quality and a student life environment that provides for healthy personal development.

- **Institutional Integrity and Community**

VIU will strive to develop long-term relationships based on honesty, fairness, and respect. It will further strive to provide a safe environment that supports freedom of inquiry, protects diversity, and fosters a sense of well being.

- **Institutional Agility and Entrepreneurism**

VIU will strive to minimize bureaucracy, cost, and institutional inertia in all forms. It will further strive to accept appropriate risks in pursuit of opportunity.

- **Stewardship and Service**

VIU will strive to provide responsible stewardship of all its resources while encouraging a spirit of service to society and a life style of philanthropy.

## **Code of Ethics for Members of the Governing Council and other Officers of Vivekananda International University**

Members of the Governing Council of the Vivekananda international University (referred to as ASSOCIATION) (excluding ex officio members of the council) shall at all times abide by and conform to the following code of conduct in their capacity as Council members:

Each member of the Governing Council will abide in all respects by the these Code of Ethics and all other rules and regulations of the ASSOCIATION (including but not limited to the association's articles of incorporation and bylaws) and will ensure that their membership (or the membership of the entity for which they serve as officer, director, employee, or owner, as the case may be) in the association remains in good standing at all times. Furthermore, each member of the Governing Council will at all times obey all applicable federal, state and local laws and regulations and will provide or cause to provide the full cooperation of the association when requested to do so by those institutions and their persons set in authority as are required to uphold the law.

Members of the board of Governing Council will conduct the business affairs of the association in good faith and with honesty, integrity, due diligence, and reasonable competence.

Except as the Governing Council may otherwise require or as otherwise required by law, no Council member shall share, copy, reproduce, transmit, divulge or otherwise disclose any confidential information related to the affairs of the association and each member of the Council

will uphold the strict confidentiality of all meetings and other deliberations and communications of the Governing Council.

Members of the Governing Council will exercise proper authority and good judgment in their dealings with association staff, suppliers, and the general public and will respond to the needs of the association's members in a responsible, respectful, and professional manner.

No member of the Governing Council will use any information provided by the association or acquired as a consequence of the Council member's service to the association in any manner other than in furtherance of his or her Council duties. Further, no member of the Council will misuse association property or resources and will at all times keep the association's property secure and not allow any person not authorized by the Governing Council to have or use such property.

Each member of the Governing Council will use his or her best efforts to regularly participate in professional development activities and will perform his or her assigned duties in a professional and timely manner pursuant to the Council's direction and oversight.

Upon termination of service, a retiring Council member will promptly return to the association all documents, electronic and hard files, reference materials, and other property entrusted to the board member for the purpose of fulfilling his or her job responsibilities. Such return will not abrogate the retiring Council member from his or her continuing obligations of confidentiality with respect to information acquired as a consequence of his or her tenure on the Governing Council.

The Governing Council members and other officers of VIU dedicates itself to leading by example in serving the needs of the association and its members and also in representing the interests and ideals of Vivekananda International University.

No member of the Governing Council and other officers of VIU shall persuade or attempt to persuade any employee of the association to leave the employ of the association or to become employed by any person or entity other than the association.

Furthermore, no member of the Governing Council shall persuade or attempt to persuade any member, exhibitor, advertiser, sponsor, subscriber, supplier, contractor, or any other person or entity with an actual or potential relationship to or with the association to terminate, curtail, or not enter into its relationship to or with the association, or to in any way reduce the monetary or other benefits to the association of such relationship.

The members of the Governing Council must act at all times in the best interests of the association and not for personal or third-party gain or financial enrichment.

When encountering potential conflicts of interest, Council members will identify the conflict and, as required, remove themselves from all discussion and voting on the matter. Specifically, Council members shall follow these guidelines:

Avoid placing (and avoid the appearance of placing) one's own self-interest or any third-party interest above that of the association; while the receipt of incidental personal or third-party benefit may necessarily flow from certain association activities, such benefit must be merely incidental to the primary benefit to the association and its purposes;

Do not abuse Governing Council membership by improperly using board membership or the association's staff, services, equipment, resources, or property for personal or third-party gain or pleasure; Council members shall not represent to third parties that their authority as a Council member extends any further than that which it actually extends;

Do not engage in any outside business, professional or other activities that would directly or indirectly materially adversely affect the association;

Do not engage in or facilitate any discriminatory or harassing behavior directed toward association staff, members, officers, directors, meeting attendees, exhibitors, advertisers, sponsors, suppliers, contractors, or others in the context of activities relating to the association;

Do not solicit or accept gifts, gratuities, free trips, honoraria, personal property, or any other item of value from any person or entity as a direct or indirect inducement to provide special treatment to such donor with respect to matters pertaining to the association without fully disclosing such items to the Governing Council; and provide goods or services to the association as a paid vendor to the association only after full disclosure to, and advance approval by, the Council, and pursuant to any related procedures adopted by the Council.