



Code of Conduct for Rise Representatives

Rise is a program that finds promising young people and provides them with opportunities that allow them to work together to serve others over their lifetimes. An initiative of Schmidt Futures and the Rhodes Trust, Rise is the anchor program of a \$1 billion commitment from Eric and Wendy Schmidt across their philanthropic organizations and initiatives to find and support global talent.

In keeping with its vision, Rise is committed to maintaining the highest degree of ethical conduct amongst all those working on the programme. This Code of Conduct details Rise's expectations of all its staff, volunteers, consultants, third party suppliers, guest speakers, and programming facilitators (hereafter called "Rise representatives") who interact with Rise participants. It is important that you have read and understood the [Rise Safeguarding Policy](#) as well as the [Guidance on Online Engagement for Rise Representatives](#) before reading and signing this Code.

The Code of Conduct

In undertaking duties for Rise, directly or indirectly (e.g., via partner organisations), you hereby confirm and agree as follows:

I recognise that I am viewed as a representative of Rise and agree to regulate my conduct in line with the requirements of this Code and to hold myself to the highest standards of professionalism and personal integrity. The conduct outlined in this Code is indicative and not exhaustive and represents the minimum of what is expected of me as a Rise representative.

I will:

Uphold the integrity and reputation of Rise by ensuring my conduct is in line with Rise's values and applicable law.

- I am responsible for my own actions and behaviour and must avoid any conduct which would lead any reasonable person to question my motivation and/or intentions, or would bring Rise into disrepute;
- I will maintain the highest levels of honesty, professionalism, and personal integrity at all times;
- I will be an excellent role model, display high standards of behaviour, and act in good faith in the best interests of Rise and its partners;
- I will treat all people fairly regardless of identity factors such as their background, gender, disability, nationality, race, ethnicity, beliefs, immigration status, gender identity, and sexual orientation;
- I will comply with any laws or regulations to which I am subject, provided that, if I'm concerned that compliance with any laws would conflict with this Code in any other respect, I will inform Rise of this immediately;

- I will comply with all Rise policies and procedures to which I am subject;
- I will respect and be sensitive to local customs and laws on behalf of Rise and respect the rights and feelings of others;
- I will not be under the influence of, use, or be in possession of (i) alcohol at an in-person Rise event in which youth are present, or (ii) illegal substances in any setting while performing my duties for Rise;
- I will declare any conflict of interest that could affect my decision-making and/or the performance of my duties; this includes making Rise team members aware of any prior knowledge of a Rise participant who I have been asked to review or interact with;
- I will not give or accept any gifts or money above \$50 in value from Rise participants or their families;
- I will (lawfully and professionally) challenge the use of inappropriate language, unsafe, unlawful, or poor behaviour from others; and
- I will avoid being alone with Rise participants when they are under 18 and will not make direct one-to-one contact with them.

Not engage in abusive or exploitative conduct and will maintain professional boundaries.

- I will not engage in sexual activity of any kind with or in the presence of any Rise participant, regardless of the participant's age (i.e., even if they are over the age of consent) or anyone with whom I hold a position of trust, power, or responsibility by virtue of my role in Rise;
- I will not use inappropriate language and I will avoid language that could be offensive, suggestive, sexual, or otherwise inappropriate;
- I will at all times avoid any unnecessary physical contact with any Rise participant
- Wherever possible, I will avoid situations which may lead to behaviour towards Rise participants being misinterpreted as unprofessional, inappropriate, 'grooming' behaviour, or an abuse of your position of trust ; I will also report and record any incident with this potential;
- I will always treat Rise participants and representatives with respect; I will respect their right to privacy; and will recognise and allow for the needs of those with differing abilities to my own;
- I will not ask questions which suggest a discriminatory or disrespectful attitude toward any gender, disability, nationality, race, ethnicity, beliefs, immigration status, gender identity, sexual orientation or other identity factor; and
- I will disclose to Rise without delay anything of which I am aware or become aware of which may impact on my suitability to work with children and/or adults at risk, including but not limited to, any relevant criminal offenses, cautions, allegations, or investigations, be they current, pending, or historic.

Ensure the safety and well-being of all young people in the Rise program.

- I will report any safeguarding concerns or allegations in accordance with the [Rise Safeguarding Policy](#);

- I will carefully read and follow the Rise Safeguarding Policy and its supplementary policies and processes;
- For any disclosures or suspected harm or abuse that constitutes an emergency (e.g., a Rise participant is suicidal), I will first approach the authorities/emergency services and will then update the DSL immediately afterwards; and
- I will report any disclosures or suspected harm or abuse to the Rise Designated Safeguarding Lead (DSL) within 24 hours or the nearest business day of receiving the disclosure from another or of suspecting someone is at risk of harm/being harmed myself; and
- I will take disclosures from young people within the Rise program seriously and act upon them by reporting to the Rise DSL according to the Rise Safeguarding Policy.

Securely store and use assets and information afforded to me by reason of my duties with Rise.

- I will follow the [Rise Privacy Notice](#), data protection protocols, and related guidance when handling data, and will handle sensitively and confidentially all Rise data (i.e., information about Rise participants, parents/guardians, Rise representatives, as well as any Rise intellectual property or information that is not publicly available);
- I will not use Rise IT equipment to view, download, create, distribute or save in any format inappropriate or abusive material including but not limited to pornography or depictions of child abuse;
- I will not use Rise data or Rise IT equipment, software or e-mail and social media platforms for any activities that contravene this Code or for any activities that are outside of the remit that I have been given by and for Rise;
- I will permanently destroy or delete any Rise data in my possession (i.e. anything outside of Rise systems) once the relevant retention period has been met and I will not download data unnecessarily—for example if my duties can be done online without the need to make local copies;
- I will immediately report any data breach or data loss to the Rise team at privacy@risefortheworld.org; this includes any accidental loss, destruction or unauthorised disclosure of personal data or confidential information of Rise or Rise participants, whether by hard copy or digital;
- I will not record any Rise activities—virtual or face to face—for personal use or any use that has not been approved by Rise;
- I will only contact Rise applicants (i.e. those still in the Rise application process) using the approved and official means of communication; let a Rise team member know of any interactions you have had with a Rise applicant outside of Rise engagements as they could constitute a conflict of interest or safeguarding concern.
 - I can decide on which social media platforms to engage with confirmed Rise Finalists and Winners, bearing in mind a power imbalance still exists and safeguarding protocols must be adhered to.



I have carefully read and understand Rise's Code of Conduct above and I agree to abide by its requirements and commit to upholding the standards of conduct required to support the Rise programme's aims.

I understand that my failure to comply with this Code of Conduct may lead to disciplinary action, up to and including dismissal, in addition to any legal rights and remedies at law or in equity that Rise may have.

I declare that by signing this Code of Conduct, I have also read and understand the [Rise Safeguarding Policy](#) and the [Data Protection Policy](#).

Name:

Date:

Signature: