University of Florida Foundation (UFF)
Statement of Values

Policy #: 1.01
Effective Date: October 13, 2022
Responsible Department: Talent Management

1. **PURPOSE**

To exemplify and reinforce the values of University of Florida Advancement (Advancement) and the University of Florida Foundation, Inc. (UFF) through development operations, advancement services, and alumni programming in support of the University of Florida (University).

2. **APPLICABILITY**

All Foundation and Advancement operations and employees.

3. **POLICY**

UFF and Advancement are dedicated to adhering to ethical standards in donor stewardship, fund management, and alumni programming. Employees are committed to raising the bar, achieving the Gold Standard daily, and serving in alignment with the values of Excellence, Discovery & Innovation, Inclusion, Freedom & Civility, Community, Stewardship to uphold the highest commitment to performing fiduciary duties, adhering to applicable laws, safeguarding the privacy and security of donors, and pursuing excellence through honest and transparent methods and programming.

Employees must adhere to strong internal controls that govern the acceptance, management, and use of funds and other assets entrusted to the organization and to comply with all applicable laws, organizational best practices, and donor restrictions.

**Values:**

- **Excellence**: Strive for greatness as an institution that brings out the best in each individual.
- **Discovery & Innovation**: Collaborate on the uncharted frontiers of knowledge to seek truth and make the world a better place.
- **Inclusion**: Celebrate differences in identities, thoughts, and abilities, and seek to provide equitable access to opportunity.
- **Freedom & Civility**: Embrace the freedom to inquire and express ideas without condemnation, and show respect for the right of others to do the same.
- **Community**: Create a safe, welcoming community and a shared purpose that builds a sense of belonging and togetherness.
- **Stewardship**: Show respect for those who came before us, responsibility for those now with us, and the commitment to leave a just and habitable world for those who come after us.
4. CLARIFICATION

Requests for clarification of this policy should be sent to the Assistant Vice President, Talent Management (melong@ufl.edu).

Certified as approved by the UFF Executive Board on October 13, 2022.

[Signature]
Susan G. Goffman, Secretary

Revision history: Original version
Revised March 2, 2018
Revised September 17, 2021
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