



GREATER NAPLES AAUW CHARITABLE FOUNDATION, INC.

POLICIES, PROCEDURES, AND CODE OF ETHICS

I. VALUES AND CODE OF ETHICS

A. Personal and Professional Integrity

All Board members and volunteers shall act with honesty, integrity, and openness in all their dealings as representatives of the Foundation.

B. Mission

The Greater Naples AAUW Charitable Foundation, Inc. (the “**Foundation**”) shall at all times have a clearly stated mission and purpose, approved by its Board of Directors, in pursuit of the public good. All the programs of the Foundation shall support that mission. All who work for or on behalf of the Foundation must understand and be loyal to that mission and purpose. The mission must be responsive to the constituency and communities served by the organization and of value to society.

C. Governance

The Foundation shall have an active Board of Directors that is responsible for setting the mission and strategic direction of the Foundation, and for oversight of the finances, operations, and policies of the organization.

D. Compliance

The Foundation shall be knowledgeable about and shall comply with all applicable laws and regulations, as well as AAUW national fundraising and scholarship policies (AAUW Policies 501, 502, and 600).

E. Responsible Stewardship

The Foundation shall manage its funds and activities responsibly and prudently.

F. Openness and Disclosure

1. The Foundation shall provide accurate information to the AAUW Greater Naples Branch (the “**Branch**”), other stakeholders, and governmental entities as required. All financial, organizational, and program reports will be complete and accurate in all material respects.
2. The Foundation shall provide regular reports about its activities and financial affairs to the Branch.

G. Conflicts of Interest

1. Disclosure. Each Director and officer of the Foundation shall inform the Board of any existing or potential relationship, position, investment or financial interest (each of the foregoing an **"Interest"**) of any kind which may result in a possible conflict of interest or bias for or against any grant or scholarship applicant, or which might result in a conflict of interest with the Foundation, the Branch, or any of their activities.
2. Self-Interest. Directors and officers of the Foundation shall not engage in any transaction with the Foundation which may be characterized as, or have the appearance of being "self-interest".
3. Abstention. Directors of the Foundation shall abstain from voting on any action in which they have a direct or indirect "Interest" or which may be characterized as, or have the appearance of being, "self-interest".

H. Gift Acceptance by Directors and Officers. Directors and officers may not accept gifts, gratuities, commissions, fees, loans or any other items having more than a nominal monetary value from individuals, businesses, grant beneficiaries, grant or scholarship seekers or any other person or entity with whom the Foundation does business or has any type of formal or informal relationship.

I. Compensation. No compensation of any kind shall be paid to any Director or officer of the Foundation.

J. Confidentiality.

1. Requirement to Maintain Confidentiality. Requirement to Maintain Confidentiality. All Board members shall maintain as confidential all discussions and deliberations (as distinguished from actions and decisions) of the Board or Executive Committee. All Board members and committee chairs and members shall keep confidential all information relating to the Foundation and its activities which is designated as confidential in the bylaws or these Policies, Procedures and Code of Ethics (collectively the **"Policies"**) or otherwise by the Board or the president, whether oral or written and regardless of format or method of communication or transmission, except as specifically authorized by the Board of Directors or these Policies, Procedures and Code of Ethics (collectively the **"Policies"**). Nothing in this provision is intended to or shall be deemed to restrict Section I.F.2 of these Policies.
2. Annual Confidentiality and Conflicts of Interest Statement. All Board members, officers and committee chairs shall annually certify their compliance with these provisions by signing and delivering to the Foundation a form substantially similar to the following:

"I, _____, have read the provisions regarding confidentiality set forth in the Foundation's Policies and agree to comply with those provisions.

I have also read the conflict of interest provisions of the Bylaws and state that, to the best of my knowledge, I am not involved in any activity and have no outside interests which conflict

or suggest a potential conflict with the best interests of the Foundation, except as reported below.

During my term of office as a Board member, officer or committee chair, I agree to report promptly any situation which might involve or appear to involve me in any conflict of interest with the Foundation.

Provide specific information about any conflicting activity or interest here:

_____.

If none, initial here: _____

Signature _____

Print Name: _____

Date: _____"

- K. Meetings in Executive Session. Any Board or Executive Committee meetings may be held in executive (closed) session for purposes of discussing any confidential matter having legal implications or a "personnel" matter, such as alleged misconduct by a Board or Committee member. Board discussions held in executive closed session shall be kept confidential and shall not be disclosed to any person except as may be required by law or legal process or if the Board votes by a two-thirds majority to authorize disclosure.

II. **FUNDRAISING, COMMUNICATIONS WITH AND RELATIONSHIPS WITH DONORS AND PROSPECTIVE DONORS**

(a) Donor Solicitation Materials. The donor solicitation materials prepared or distributed by the Foundation, in whatever form, shall accurately and truthfully represent the Foundation's policies and practices and comply with all applicable laws, regulations and policies, including, without limitation, the Florida Charitable Solicitations Act.

(b) Donor Privacy and Donor Intent. The Foundation shall respect the privacy concerns of individual donors and expend funds consistent with donor intent. The Foundation shall comply with all agreements entered into with donors about donations. The Foundation shall disclose important and relevant information to donors and potential donors and shall comply with all mandatory AAUW fundraising policies and requirements. All donations shall be acknowledged in accordance with all applicable state and federal laws. Each donor shall receive a thank you note, email or letter from a member of the Foundation's Board of Directors.

(c) Gift Acceptance. Any person or organization may make contributions to the Foundation. The Foundation reserves the right to review and approve all contributions, in accordance with its By-Laws and these Policies, now in effect or as amended from time to time. Specific donor designations for gifts shall be honored; provided, however, that if a donor designation is not consistent with the Foundation's purposes or would disqualify the Foundation from exemption from federal income tax as a qualified organization described in Section 501(c)(3) of the Internal Revenue Code, the donor must agree to an alternative appropriate use, or the Foundation shall refuse the gift. Undesignated donations made to the Foundation will be used as determined by the Board from time to time. All donations must be in the form of cash or readily marketable

securities, are irrevocable and may not be redesignated except in unusual circumstances and with the prior, express, written consent of the Board of Directors.”

III. REPRESENTATION TO THE PUBLIC AND MEDIA

Except as otherwise provided in these policies, the Foundation President or her delegate (who must be a member of the Foundation Board) are the only persons who may represent the Foundation publicly or communicate with members of the public or any media, in any manner, on behalf of the organization. No Board member or other person may create or disseminate any communication or material in any format on behalf of the Foundation without the prior consent of the Foundation President or her delegate.

IV. WHISTLEBLOWER PROTECTION

A. The Foundation is committed to facilitating open and honest communications relevant to its governance, finances, and compliance with all applicable laws and regulations. The Foundation requires all persons affiliated with it, including directors, officers and volunteers, to observe high standards of business and personal ethics in carrying out their duties and responsibilities. All such persons must practice honesty and integrity and comply with all applicable laws and regulations.

B. This whistleblower policy reflects the practices and principles of behavior that support this commitment. It is important that the Foundation be made aware of any unlawful or improper behavior including but not limited to any of the following conduct: theft; financial reporting which is fraudulent, intentionally misleading, or negligent in any manner; improper or undocumented financial transactions; forgery or alteration of documents; unauthorized alteration of documents; unauthorized alteration or manipulation of computer files; improper destruction of records; improper use of Foundation assets, including, but not limited to its funds, supplies, intellectual property, and other assets; authorizing or receiving compensation for goods not received or services not performed; violations of the conflict-of-interest provisions of the By-Laws; any other improper occurrence regarding cash, financial procedures, or reporting; and any abuse of or discrimination against a person on account of his or her race, color, religion, national origin, sexual orientation, handicap, disability, or any other protected status.

C. The Foundation shall solicit the assistance of any person who has a reasonable belief or suspicion about any improper transaction. The Foundation values this input, and everyone should feel free to raise issues of concern, in good faith, without fear of retaliation. Such concerns may be expressed to any member of the Foundation Board of Directors for investigation.

V. DOCUMENT RETENTION

The Foundation shall retain records in accordance with the following requirements:

Record	Hard Copy	Electronic Backup Copy	Length of Retention	Notes
Governance/Administration				
Articles of Incorporation	✓	✓	Permanent	
By-Laws and Amendments	✓	✓	Permanent	
AAUW Affiliate Agreements	✓		Permanent	
Policies	✓		Post on web-site. Current version – until replaced. Prior versions - 7 years	
IRS Records; Other Tax Records				
IRS Determination Letter and Application for Exemption	✓	✓	Permanent	
IRS 990 Filings	✓	✓	7 years after date of filing	
Tax Returns (if any)	✓		7 years after date of filing	

Other Governmental Filings, federal, state or local	✓		7 years after date of filing	Includes FL Dept. of Agriculture and Consumer Affairs; and Division of Consumer Services under Florida Solicitation of Contributions Act
Financial Records				
Treasurer's Year-End Reports	✓	✓		

Surveys and Results	✓		As long as applicable	To be retained by Committee conducting survey
Website and Publications				
Text of Foundation and Scholarship Committee website pages	✓	✓	7 years	
All other publications, including newsletter submissions, website and social media postings	✓	✓	7 years	

VI. COMMITTEES

A. Foundation Committees – Establishment and Governance

The composition and functions of the Executive Committee shall be as established and defined in the By-Laws. The Board of Directors shall appoint the following additional standing committees, each of which shall include a minimum of two members of the Board:

1. Financial Oversight
2. Governance
3. Investment

4. Scholarships

The Board may from time to time create and terminate other standing committees, as required, each of which shall include a minimum of two members of the Board.

The President of the Foundation shall serve as an *ex officio* member of each committee except the Financial Oversight Committee. The chairpersons of each committee shall prepare written reports to submit to the Board at its regular meetings and at the annual meeting.

B. Foundation Committees – Descriptions of Responsibilities

1. Financial Oversight. The Financial Oversight Committee shall review the Foundation's financial compliance and financial management annually and shall report the results to the Board of Directors. The Treasurer of the Board shall be an advisor to this Committee, and the members shall be appointed by the Board of Directors. The Financial Oversight Committee may perform other duties as assigned by the Board of Directors.
2. Governance. The Governance Committee shall oversee the bylaws and policies of the Foundation; receive, review, and report to the Board of Directors all bylaw amendment proposals and resolutions; review and make recommendations concerning governance structure, trends, and best practices; work to ensure that the Foundation complies with all applicable laws, regulations and policies; and perform other duties as assigned by the Board of Directors.
3. Investment. (a) The Investment Committee shall establish investment objectives, guidelines and policies and has oversight, along with the Board of Directors, over the investment policies, investment portfolio, and investment activity of its portfolio managers. The Investment Committee will monitor overall investment results; review compliance with investment objectives, guidelines and policies; recommend to the Board of Directors the employment of investment advisers; establish guidelines for gifts, bequests, and devises to the Foundation; manage long-term funds; and report the investment results to the Board of Directors at least quarterly and more frequently if requested by the Board.

(b) The members of the Investment Committee need not be members of AAUW or the Branch, but shall have knowledge of investments, overall financial knowledge and experience, and knowledge about Foundation programs and policies; provided, however, that at least two members of the Board shall serve on this Committee.

4. Scholarships. (a) The Scholarship Committee shall comply in all pertinent respects with AAUW Policy 502, Scholarship Programs of AAUW Affiliates, and any successor policy, and with the standards and criteria for scholarship awards adopted by the Foundation Board of Directors.

(b) The Scholarship Committee promotes the availability of scholarship awards, evaluates applicants for available scholarship awards under the criteria adopted by the Foundation Board of Directors, and recommends scholarship recipients to the Foundation Board of Directors.

(c) The Scholarship Committee does not have authority to expend Foundation funds or to commit to any scholarship award and shall not do so.

(d) Participation in the Scholarship Committee is open to all members of the Branch who agree to comply with Foundation policies and rules. A member of the Foundation Board of Directors shall chair the Scholarship Committee.

(e) Academic scholarships must be awarded on an objective and nondiscriminatory basis. All Committee members must act with professionalism, respect and kindness in all interactions with all applicants. All candidates are to be treated equally and given the same opportunity to shine. Questions asked of the scholarship candidates should relate to the pertinent eligibility criteria, posted on the Local Scholarship page of the website

(f) The following procedures are adopted to ensure that adequate classes and numbers of potential applicants for each available scholarship are notified of the availability and criteria for award of each available scholarship, including via news releases, flyers and contacts with high school and college counselors.

“(1) .The Scholarship Committee Chair shall make every reasonable effort to ensure that all available scholarship awards and their criteria are listed with the Community Foundation of Collier County, the Scholarship Connector (swflscholarships.org) and any other appropriate scholarship listing sites.

“(2). The Scholarship Committee shall:

a. Develop and circulate flyers advertising each available scholarship;
b. Advise Florida Weekly of the availability of each type of scholarship;
c. Ask the Press Release and PR Chair of the AAUW Greater Naples Branch to develop and circulate a press release(s) advertising the availability of each type of scholarship;

d. Ask the Social Media Chair of the AAUW Greater Naples Branch to advertise the availability of each type of scholarship;

e. Contact, and distribute the flyers to, various organizations in the community, including the following:

- Collier County Libraries;
- Lee County Libraries in Bonita Springs and Estero;
- two or more senior centers;
- Guadalupe Center;
- Immokalee Foundation;
- Grace Place;
- New Horizons;
- PACE Center for Girls (both Immokalee and Lee County locations);
- Southwest Florida Women's Foundation;
- Florida Southwestern State College;
- Hodges University;
- FGCU;
- The Shelter for Abused Women and Children;
- The Boys and Girls Club of Immokalee; and
- The CCPS STEAM Coordinator.

High school counselors at selected high schools may also be contacted.”

(g) The following procedures are adopted for winnowing applicants for interviews, for conducting interviews of applicants, including permissible questions and topics of interviews, and for notifying successful and unsuccessful applicants .

(1) All applications for scholarships will be reviewed by the Scholarship Committee, which shall select those for interview by vote.

(2) The scholarship candidates selected for interviews shall be notified by the Chair of the Scholarship Committee (the Foundation's Director for Scholarships) who shall also notify the Committee members of the interview date or dates.

(3) Topics for candidate interviews include:

—the candidate's future educational and career plans;

—financial need where that is a criterion;

—the candidate's plans for funding her education;

—the candidate's transcripts and academic record; and

—other questions to facilitate assessment of the likelihood of the candidate's obtaining the degree.

(4). The Scholarship Committee Chair shall notify the successful and unsuccessful candidates.

(h) For scholarships for which financial need is a criterion, evidence of need will be solicited via questions on the application form and in the interview process. The information supplied will be assessed by the Scholarship Committee."

(i) All procedures and processes of the Scholarship Committee shall be submitted to the Foundation Board of Directors for approval.

(j) All information submitted by scholarship applicants shall be maintained in confidence, except that awardees shall be asked to consent to disclosure of their names, the fact of their receipt of an award, their school and course of study, their essays and their photographs. All applicants shall be informed by the Committee Chair that the Foundation will, absent objection, publicize such information in the newsletter of the Branch, on the Branch's website and Facebook page, on the Foundation's Facebook page, via a press release and, if applicable, to founding donors. The essays written by scholarship awardees may also be disclosed to past and potential donors. The Scholarship Committee Chair shall ask each interviewed candidate to sign the following notice and consent form approved by the Foundation Board:

Scholarship Applicant Consent/Objection to Publicity Form

I, _____ (printed name), the undersigned ("Applicant") have applied or intend to apply to the Greater Naples AAUW Charitable Foundation, Inc. ("Foundation") for a scholarship.

1. I understand that the Foundation normally discloses:

- the names of its scholarship recipients,
- the fact that they have been awarded scholarships,
- the amounts of their scholarship awards,
- the names of the educational institutions they attend or will attend,
- their courses of study,
- the essays they submitted when they applied,
- and their photographs.

2. I also understand that, unless I object below on this form, Foundation will or may publicize the foregoing information in various ways, including: newsletters published by the Foundation and the AAUW Greater Naples Branch ("Branch"); to the Foundation's and the Branch's members and

friends; on the Branch's website; on the Foundation's and the Branch's Facebook pages; on any other social media published by either the Foundation or the Branch; via press releases by either the Foundation or Branch; and to past and potential donors. Such publication may be in any format or in any type of media, including, but not limited to, print, online, television, radio, or social media. Any such publication by Foundation or Branch shall be for non-profit, non-commercial purposes only.

3. I additionally understand that I will not be compensated for such disclosures or publications.

4. Finally, I understand that a decision to object to some or all such disclosures and publicity is not a disqualification for a scholarship award.

Understanding all of the foregoing, I hereby:

_____ consent to all such disclosures and publicity.

_____ object to disclosure and publication of only _____

_____ object to all such disclosures and publicity .

Applicant Signature: _____

Witness: _____

Date: _____

(k) Members of the Board of Directors, members of the Scholarship Committee, major donors and their respective families are not eligible for scholarship awards.

(l) If a friend or the first- or second-degree relative of a member of the Scholarship Committee or of the Branch or Foundation Board of Directors applies for a scholarship award, the Scholarship Committee member or Board member must disclose the relationship and recuse herself from all decisions relative to the selection of scholarship recipients.

(m) The criteria for scholarship awards shall be posted on the Scholarship page of the website. The criteria for endowed scholarships shall conform to the Designated Fund Agreements and endowment agreements executed by the founding donors and the Foundation. The criteria for Local Scholarships shall be proposed by the Scholarship Committee and approved by the Foundation Board. The criteria for the Foundation's STEM scholarship shall be the same as those for the endowed Rebar and Candris STEM scholarships. The criteria for the Future Educator scholarship shall be those specified by the founding donor and approved by the Foundation Board. The criteria for the Catherine E. Hackney, Ph.D. scholarship is the same as those for the Local Scholarship, except that only candidates pursuing clinical doctorate degrees are eligible.

(n) Definitions:

(1) Clinical Doctorates. A clinical doctoral degree is an advanced professional degree that prepares individuals for direct clinical practice in fields like healthcare, psychology, or counseling. These degrees are designed for people who want to work as practitioners, providing direct services to patients or clients, rather than focusing solely on research. Clinical doctorates include Doctor of Physical Therapy, Doctor of Nursing Practice, M.D., and D.D.S.

(2) Qualified Educational Institutions. All applicants must attend educational qualified institutions, which must normally maintain a regular faculty and curriculum and must normally have a regularly organized body of students in attendance at the place where the educational activities are carried on.

(o) Prior to interviews of scholarship applicants, the members of the Committee participating in such interviews shall be given notice of their responsibilities, substantially in the following form:

“Academic scholarships must be awarded on an objective and nondiscriminatory basis. All Committee members must act with professionalism, respect and kindness in all interactions with all applicants. All candidates are to be treated equally and given the same opportunity to shine.

“Questions asked of the scholarship candidates should relate to the pertinent eligibility criteria:

For LOCAL scholarships:

- Be at least 21 years old;
- Be currently accepted to or enrolled in a program of study at an accredited college or university, which is a qualifying educational institution, and pursuing an Associate’s, Bachelor’s, Master’s or clinical doctorate degree;
- Demonstrate a satisfactory academic record with a grade point average of 3.0 or higher;
- Demonstrate a need for financial assistance;
- Be a resident of Collier County or southern Lee County, Florida;
- Participate in an interview with the Foundation’s Scholarship Committee;
- Provide a minimum of two acceptable letters of recommendation;
- Submit an essay addressing why she has decided to pursue a career in her chosen field, which essay may be shared with donors; and
- Submit a completed application and the required references, transcripts, and essay by [insert deadline].

For STEM scholarships:

- Be a graduating high school senior or an older student;
- Be currently accepted to or enrolled at an accredited four-year college or university, which is a qualifying educational institution;
- Be pursuing or intending to obtain a Bachelor’s or Master’s degree in one of the STEM (science, technology, engineering and mathematics) disciplines;
- Have a grade point average of 3.5 or higher;
- Submit an essay addressing why she has decided to pursue a career in her chosen STEM field, which essay may be shared with the Fund’s founding donors and other donors.
- Be a resident of Collier County or southern Lee County, Florida;
- Participate in an interview with the Foundation’s Scholarship Committee;
- Provide a minimum of two acceptable letters of recommendation; and
- Submit a completed application and the required references, transcripts, and essay by [insert deadline].

For Future Educator scholarships:

This scholarship is limited to future early childhood, elementary, and secondary education teachers. Those pursuing educational supervisory, counselor, or specialist degrees are not eligible.

- Be a woman of any age;
- Be currently accepted to or enrolled in a program leading to teacher certification at an accredited college or university, which is a qualifying educational institution;
- Be pursuing or intending to obtain:
 - (i) a Bachelor’s degree in early childhood, elementary, secondary, or special education; or

(ii) a post-bachelor's Teacher Credential Certificate;
—Demonstrate a satisfactory academic record with a grade point average of 3.0 or higher;

—Demonstrate a need for financial assistance;
—Submit an essay addressing why she has decided to pursue a career as a teacher, which essay may be shared with donors.

—Be a resident of Collier County or southern Lee County, Florida;
—Participate in an interview with the Foundation's Scholarship Committee;
—Provide a minimum of two acceptable letters of recommendation;
—Submit a completed application and the required references, transcripts, and essay by [insert deadline.].

For Catherine E. Hackney, Ph.D. Scholarships for Clinical Doctorates

The criteria for this scholarship is the same as those for the Local Scholarship, except that only candidates pursuing clinical doctorate degrees are eligible.

Interview topics, per the Committee's Scholarship Procedures, include:

—the candidate's future educational and career plans;
—financial need where that is a criteria;
—the candidate's plans for funding her education;
—the candidate's transcripts and academic record; and
—other questions to facilitate assessment of the likelihood of the candidate's obtaining the degree.

Additionally, the notice shall include or attach Sections VI B. 4. (a) through (m) of these Policies and Procedures concerning Scholarships, except that the text of the Applicant Consent to Publicity form may be omitted.

(p) Payment and Use of Scholarship Funds. Scholarship awards shall be paid by the Foundation directly to the qualifying educational institution the scholarship recipient will attend/is attending upon receipt of an invoice from that institution. Such invoices must be received within one year (three hundred sixty-five days) after the scholarship award or the unspent portion of the award will be forfeited, unless the Foundation Board approves an extension of time. Scholarship funds may be used only to pay for qualified tuition and related expenses within the meaning of IRC Section 117(b)(2). Scholarship funds may not be used as payment for teaching, research, or other services by the scholarship recipient. Qualifying educational institutions maintain a regular faculty and curriculum and normally have a regularly organized body of students in attendance at the place where the educational activities are carried on. The Scholarship Committee Chair shall inform the scholarship applicants it interviews of the conditions on use and payment of scholarship awards, and shall convey to the Foundation Treasurer the information necessary for her to comply with this policy.

(q) Records to be Retained. The Scholarship Committee Chair shall deliver to the Foundation Secretary copies of all of the following:

1. All relevant information submitted by the scholarship recipients.
2. Information concerning the identity of each recipient, including her contact information and including any relationship between the scholarship recipient and any member of the Scholarship Committee or Foundation Board of Directors.
3. The amount and purpose of each scholarship.
4. Invoices from the post-secondary institution in which each recipient is enrolled, which shall also be submitted to the Foundation Treasurer.

5. Any reports concerning the recipients' performance and use of scholarship funds.

(r) Unless otherwise directed by the Foundation Board of Directors, the Scholarship Committee shall plan and present an event at which the scholarships will be awarded and shall invite and encourage each scholarship recipients to attend.

C. Branch Committees. At least one member of the Foundation Board shall serve on or liaison with each of the following Branch Committees: Janet Martin Welch Reading is Fun!, Scholarships, STEAM Conference, and StartSmart/WorkSmart.

VII. GENERAL PROVISIONS

A. Exceptions. Exceptions to these Policies shall be the sole prerogative of the Board of Directors, acting officially, and made a matter of written record.

B. Amendments. These Policies may be amended only by a vote of the Board of Directors, acting officially, and made a matter of written record.

C. Effect. Upon adoption by the Board of Directors, these Policies shall be effective immediately and shall supersede and replace all prior policies and procedures of the Foundation, or of any Foundation committee, which are inconsistent with these Policies.

D. Inconsistencies with By-Laws. These Policies are intended to supplement the Foundation's By-Laws. In the event of inconsistencies between the two, the By-Laws shall control.

Adopted by the Board of Directors on September 26 & October 24, 2018

Amended by the Board of Directors on September 25 & October 23, 2019

Amended by the Board of Directors on June 18, 2020

Amended by the Board of Directors on April 22, 2021

Amended by the Board of Directors on December 14, 2023

Amended by the Board of Directors October 29, 2024

Amended by the Board of Directors on October 16, 2025