

Board of Directors' Code of Ethics and Conduct

GCCS's reputation is a vital asset and GCCS's continued success relies upon GCCS and its governing body, this Board, acting with integrity in our actions and words. This can only be achieved through ethical business conduct throughout the organization including management, employees, and members of the Board of Directors. This Code of Conduct reinforces GCCS's commitment to ethical conduct and professionalism in all that we do.

Board Member Actions

It is the intention of this Code of Conduct to guide the Board in the conduct of its meetings and governance of GCCS. The Members of the Board are required to annually acknowledge the policies below and pledge to adhere to their dictates and follow the letter and spirit of all GCCS policies. If a Board Member is unclear on the intent of this Code of Conduct, they are encouraged to seek guidance from Board leadership and the GCCS management team. In all cases, the Members of the Board are expected to use sound judgment to ensure their conduct is consistent with GCCS's expectations for honesty and the highest level of integrity.

All Board Members must avoid illegal and unethical behavior and must avoid participation in any situation that might reflect unfavorably upon GCI, including the following:

1. Any activities or relationship that may be deemed to be a Conflict of Interest (as set forth in Attachment A - 0342 Conflict of Interest Policy);
2. Failure to adhere to GCCS's Standards of Professionalism and Ethics (as set forth in Attachment B - 0310 Board Member Conduct);
3. Failure to adhere to GCCS's Anti Harassment Policy (as set forth in Attachment C - 4113 Anti-Harassment Policy)
4. Failure to adhere to GCCS's Discrimination or Retaliation Policy (as set forth in Attachment D - 4112 Discrimination or Retaliation in the Workplace)

Confidentiality

In order to encourage and foster open and candid discussion at meetings, the Board of Directors of Guadalupe Educational System, Inc. believes confidentiality must be maintained.

Therefore, it is the policy of the Board of Directors of GCCS that each director, staff member, or employee of GCCS who is in attendance at the meeting shall keep confidential any and all information relating to discussions during any closed or executive sessions at the meetings including information contained in all materials presented during any closed or executive session at a meeting (including, but not limited to, Board Packets, correspondence, emails,


reports or other documentation) unless compelled by legal process to disclose such information, or as agreed by resolution of the Board of Directors that the confidential information may be disclosed. Should a Board Member receive any request via legal process to provide information, they shall immediately notify the attorney for the Board of Directors so that appropriate steps can be taken to maintain confidentiality where applicable. While Board Members and staff members are free to discuss actions adopted by the Board of Directors during open sessions, disclosing or distributing any information concerning the discussions of such items during closed or executive sessions of the Board of Directors meeting is prohibited.

Should a director, staff member or employee of GCCS violate this policy they will be subject to sanction up to including removal from the Board should the majority of the Board approve the sanction to be meted out.

No Gifts and Gratuities

While exchanging gifts can sometimes strengthen business relationships, it can also lead to compromised judgment. To avoid the appearance of compromised judgment and to protect the integrity of the decision-making process, Board Members shall not solicit or accept gifts or gratuities from others or accept anything of value that is intended to, or could appear to, influence business judgment, or that could jeopardize GCCS's reputation or image.

I UNDERSTAND AND ACKNOWLEDGE I HAVE READ THIS CODE OF CONDUCT AND THE ATTACHMENTS AND WILL ADHERE WITH THE CODE OF CONDCUT AND THE ATTACHMENTS.


Daniel Zamora (Nov 22, 2024 15:04 CST)

Date: 11/22/2024

Board Member
Printed Name: Daniel Zamora

Board of Directors' Code of Ethics and Conduct

GCCS's reputation is a vital asset and GCCS's continued success relies upon GCCS and its governing body, this Board, acting with integrity in our actions and words. This can only be achieved through ethical business conduct throughout the organization including management, employees, and members of the Board of Directors. This Code of Conduct reinforces GCCS's commitment to ethical conduct and professionalism in all that we do.

Board Member Actions

It is the intention of this Code of Conduct to guide the Board in the conduct of its meetings and governance of GCCS. The Members of the Board are required to annually acknowledge the policies below and pledge to adhere to their dictates and follow the letter and spirit of all GCCS policies. If a Board Member is unclear on the intent of this Code of Conduct, they are encouraged to seek guidance from Board leadership and the GCCS management team. In all cases, the Members of the Board are expected to use sound judgment to ensure their conduct is consistent with GCCS's expectations for honesty and the highest level of integrity.

All Board Members must avoid illegal and unethical behavior and must avoid participation in any situation that might reflect unfavorably upon GCI, including the following:

1. Any activities or relationship that may be deemed to be a Conflict of Interest (as set forth in Attachment A - 0342 Conflict of Interest Policy);
2. Failure to adhere to GCCS's Standards of Professionalism and Ethics (as set forth in Attachment B - 0310 Board Member Conduct);
3. Failure to adhere to GCCS's Anti Harassment Policy (as set forth in Attachment C - 4113 Anti-Harassment Policy)
4. Failure to adhere to GCCS's Discrimination or Retaliation Policy (as set forth in Attachment D - 4112 Discrimination or Retaliation in the Workplace)

Confidentiality

In order to encourage and foster open and candid discussion at meetings, the Board of Directors of Guadalupe Educational System, Inc. believes confidentiality must be maintained.

Therefore, it is the policy of the Board of Directors of GCCS that each director, staff member, or employee of GCCS who is in attendance at the meeting shall keep confidential any and all information relating to discussions during any closed or executive sessions at the meetings including information contained in all materials presented during any closed or executive session at a meeting (including, but not limited to, Board Packets, correspondence, emails,


reports or other documentation) unless compelled by legal process to disclose such information, or as agreed by resolution of the Board of Directors that the confidential information may be disclosed. Should a Board Member receive any request via legal process to provide information, they shall immediately notify the attorney for the Board of Directors so that appropriate steps can be taken to maintain confidentiality where applicable. While Board Members and staff members are free to discuss actions adopted by the Board of Directors during open sessions, disclosing or distributing any information concerning the discussions of such items during closed or executive sessions of the Board of Directors meeting is prohibited.

Should a director, staff member or employee of GCCS violate this policy they will be subject to sanction up to including removal from the Board should the majority of the Board approve the sanction to be meted out.

No Gifts and Gratuities

While exchanging gifts can sometimes strengthen business relationships, it can also lead to compromised judgment. To avoid the appearance of compromised judgment and to protect the integrity of the decision-making process, Board Members shall not solicit or accept gifts or gratuities from others or accept anything of value that is intended to, or could appear to, influence business judgment, or that could jeopardize GCCS's reputation or image.

I UNDERSTAND AND ACKNOWLEDGE I HAVE READ THIS CODE OF CONDUCT AND THE ATTACHMENTS AND WILL ADHERE WITH THE CODE OF CONDCUT AND THE ATTACHMENTS.


Octavio Villalobos (Nov 21, 2024 17:27 CST)
Board Member
Printed Name: Octavio Villalobos Jr

Date: 11/21/2024

Board of Directors' Code of Ethics and Conduct

GCCS's reputation is a vital asset and GCCS's continued success relies upon GCCS and its governing body, this Board, acting with integrity in our actions and words. This can only be achieved through ethical business conduct throughout the organization including management, employees, and members of the Board of Directors. This Code of Conduct reinforces GCCS's commitment to ethical conduct and professionalism in all that we do.

Board Member Actions

It is the intention of this Code of Conduct to guide the Board in the conduct of its meetings and governance of GCCS. The Members of the Board are required to annually acknowledge the policies below and pledge to adhere to their dictates and follow the letter and spirit of all GCCS policies. If a Board Member is unclear on the intent of this Code of Conduct, they are encouraged to seek guidance from Board leadership and the GCCS management team. In all cases, the Members of the Board are expected to use sound judgment to ensure their conduct is consistent with GCCS's expectations for honesty and the highest level of integrity.

All Board Members must avoid illegal and unethical behavior and must avoid participation in any situation that might reflect unfavorably upon GCI, including the following:

1. Any activities or relationship that may be deemed to be a Conflict of Interest (as set forth in Attachment A - 0342 Conflict of Interest Policy);
2. Failure to adhere to GCCS's Standards of Professionalism and Ethics (as set forth in Attachment B - 0310 Board Member Conduct);
3. Failure to adhere to GCCS's Anti Harassment Policy (as set forth in Attachment C - 4113 Anti-Harassment Policy)
4. Failure to adhere to GCCS's Discrimination or Retaliation Policy (as set forth in Attachment D - 4112 Discrimination or Retaliation in the Workplace)

Confidentiality

In order to encourage and foster open and candid discussion at meetings, the Board of Directors of Guadalupe Educational System, Inc. believes confidentiality must be maintained.

Therefore, it is the policy of the Board of Directors of GCCS that each director, staff member, or employee of GCCS who is in attendance at the meeting shall keep confidential any and all information relating to discussions during any closed or executive sessions at the meetings including information contained in all materials presented during any closed or executive session at a meeting (including, but not limited to, Board Packets, correspondence, emails,


reports or other documentation) unless compelled by legal process to disclose such information, or as agreed by resolution of the Board of Directors that the confidential information may be disclosed. Should a Board Member receive any request via legal process to provide information, they shall immediately notify the attorney for the Board of Directors so that appropriate steps can be taken to maintain confidentiality where applicable. While Board Members and staff members are free to discuss actions adopted by the Board of Directors during open sessions, disclosing or distributing any information concerning the discussions of such items during closed or executive sessions of the Board of Directors meeting is prohibited.

Should a director, staff member or employee of GCCS violate this policy they will be subject to sanction up to including removal from the Board should the majority of the Board approve the sanction to be meted out.

No Gifts and Gratuities

While exchanging gifts can sometimes strengthen business relationships, it can also lead to compromised judgment. To avoid the appearance of compromised judgment and to protect the integrity of the decision-making process, Board Members shall not solicit or accept gifts or gratuities from others or accept anything of value that is intended to, or could appear to, influence business judgment, or that could jeopardize GCCS's reputation or image.

I UNDERSTAND AND ACKNOWLEDGE I HAVE READ THIS CODE OF CONDUCT AND THE ATTACHMENTS AND WILL ADHERE WITH THE CODE OF CONDCUT AND THE ATTACHMENTS.

 (Nov 21, 2024 17:50 CST)
Board Member
Printed Name: Jennifer Barraza

Date: _____

Board of Directors' Code of Ethics and Conduct

GCCS's reputation is a vital asset and GCCS's continued success relies upon GCCS and its governing body, this Board, acting with integrity in our actions and words. This can only be achieved through ethical business conduct throughout the organization including management, employees, and members of the Board of Directors. This Code of Conduct reinforces GCCS's commitment to ethical conduct and professionalism in all that we do.

Board Member Actions

It is the intention of this Code of Conduct to guide the Board in the conduct of its meetings and governance of GCCS. The Members of the Board are required to annually acknowledge the policies below and pledge to adhere to their dictates and follow the letter and spirit of all GCCS policies. If a Board Member is unclear on the intent of this Code of Conduct, they are encouraged to seek guidance from Board leadership and the GCCS management team. In all cases, the Members of the Board are expected to use sound judgment to ensure their conduct is consistent with GCCS's expectations for honesty and the highest level of integrity.

All Board Members must avoid illegal and unethical behavior and must avoid participation in any situation that might reflect unfavorably upon GCI, including the following:

1. Any activities or relationship that may be deemed to be a Conflict of Interest (as set forth in Attachment A - 0342 Conflict of Interest Policy);
2. Failure to adhere to GCCS's Standards of Professionalism and Ethics (as set forth in Attachment B - 0310 Board Member Conduct);
3. Failure to adhere to GCCS's Anti Harassment Policy (as set forth in Attachment C - 4113 Anti-Harassment Policy)
4. Failure to adhere to GCCS's Discrimination or Retaliation Policy (as set forth in Attachment D - 4112 Discrimination or Retaliation in the Workplace)

Confidentiality

In order to encourage and foster open and candid discussion at meetings, the Board of Directors of Guadalupe Educational System, Inc. believes confidentiality must be maintained.

Therefore, it is the policy of the Board of Directors of GCCS that each director, staff member, or employee of GCCS who is in attendance at the meeting shall keep confidential any and all information relating to discussions during any closed or executive sessions at the meetings including information contained in all materials presented during any closed or executive session at a meeting (including, but not limited to, Board Packets, correspondence, emails,


reports or other documentation) unless compelled by legal process to disclose such information, or as agreed by resolution of the Board of Directors that the confidential information may be disclosed. Should a Board Member receive any request via legal process to provide information, they shall immediately notify the attorney for the Board of Directors so that appropriate steps can be taken to maintain confidentiality where applicable. While Board Members and staff members are free to discuss actions adopted by the Board of Directors during open sessions, disclosing or distributing any information concerning the discussions of such items during closed or executive sessions of the Board of Directors meeting is prohibited.

Should a director, staff member or employee of GCCS violate this policy they will be subject to sanction up to including removal from the Board should the majority of the Board approve the sanction to be meted out.

No Gifts and Gratuities

While exchanging gifts can sometimes strengthen business relationships, it can also lead to compromised judgment. To avoid the appearance of compromised judgment and to protect the integrity of the decision-making process, Board Members shall not solicit or accept gifts or gratuities from others or accept anything of value that is intended to, or could appear to, influence business judgment, or that could jeopardize GCCS's reputation or image.

I UNDERSTAND AND ACKNOWLEDGE I HAVE READ THIS CODE OF CONDUCT AND THE ATTACHMENTS AND WILL ADHERE WITH THE CODE OF CONDCUT AND THE ATTACHMENTS.


Phyllis Hernandez (Nov 21, 2024 17:49 CST)
Board Member
Printed Name: Phyllis Hernandez

Date: 11/21/2024

Board of Directors' Code of Ethics and Conduct

GCCS's reputation is a vital asset and GCCS's continued success relies upon GCCS and its governing body, this Board, acting with integrity in our actions and words. This can only be achieved through ethical business conduct throughout the organization including management, employees, and members of the Board of Directors. This Code of Conduct reinforces GCCS's commitment to ethical conduct and professionalism in all that we do.

Board Member Actions

It is the intention of this Code of Conduct to guide the Board in the conduct of its meetings and governance of GCCS. The Members of the Board are required to annually acknowledge the policies below and pledge to adhere to their dictates and follow the letter and spirit of all GCCS policies. If a Board Member is unclear on the intent of this Code of Conduct, they are encouraged to seek guidance from Board leadership and the GCCS management team. In all cases, the Members of the Board are expected to use sound judgment to ensure their conduct is consistent with GCCS's expectations for honesty and the highest level of integrity.

All Board Members must avoid illegal and unethical behavior and must avoid participation in any situation that might reflect unfavorably upon GCI, including the following:

1. Any activities or relationship that may be deemed to be a Conflict of Interest (as set forth in Attachment A - 0342 Conflict of Interest Policy);
2. Failure to adhere to GCCS's Standards of Professionalism and Ethics (as set forth in Attachment B - 0310 Board Member Conduct);
3. Failure to adhere to GCCS's Anti Harassment Policy (as set forth in Attachment C - 4113 Anti-Harassment Policy)
4. Failure to adhere to GCCS's Discrimination or Retaliation Policy (as set forth in Attachment D - 4112 Discrimination or Retaliation in the Workplace)

Confidentiality

In order to encourage and foster open and candid discussion at meetings, the Board of Directors of Guadalupe Educational System, Inc. believes confidentiality must be maintained.

Therefore, it is the policy of the Board of Directors of GCCS that each director, staff member, or employee of GCCS who is in attendance at the meeting shall keep confidential any and all information relating to discussions during any closed or executive sessions at the meetings including information contained in all materials presented during any closed or executive session at a meeting (including, but not limited to, Board Packets, correspondence, emails,

reports or other documentation) unless compelled by legal process to disclose such information, or as agreed by resolution of the Board of Directors that the confidential information may be disclosed. Should a Board Member receive any request via legal process to provide information, they shall immediately notify the attorney for the Board of Directors so that appropriate steps can be taken to maintain confidentiality where applicable. While Board Members and staff members are free to discuss actions adopted by the Board of Directors during open sessions, disclosing or distributing any information concerning the discussions of such items during closed or executive sessions of the Board of Directors meeting is prohibited.

Should a director, staff member or employee of GCCS violate this policy they will be subject to sanction up to including removal from the Board should the majority of the Board approve the sanction to be meted out.

No Gifts and Gratuities

While exchanging gifts can sometimes strengthen business relationships, it can also lead to compromised judgment. To avoid the appearance of compromised judgment and to protect the integrity of the decision-making process, Board Members shall not solicit or accept gifts or gratuities from others or accept anything of value that is intended to, or could appear to, influence business judgment, or that could jeopardize GCCS's reputation or image.

I UNDERSTAND AND ACKNOWLEDGE I HAVE READ THIS CODE OF CONDUCT AND THE ATTACHMENTS AND WILL ADHERE WITH THE CODE OF CONDCUT AND THE ATTACHMENTS.


Manuel Medina (Nov 27, 2024 10:03 CST)
Board Member
Printed Name: Manuel Medina

Date: 11/27/2024

Board of Directors' Code of Ethics and Conduct

GCCS's reputation is a vital asset and GCCS's continued success relies upon GCCS and its governing body, this Board, acting with integrity in our actions and words. This can only be achieved through ethical business conduct throughout the organization including management, employees, and members of the Board of Directors. This Code of Conduct reinforces GCCS's commitment to ethical conduct and professionalism in all that we do.

Board Member Actions

It is the intention of this Code of Conduct to guide the Board in the conduct of its meetings and governance of GCCS. The Members of the Board are required to annually acknowledge the policies below and pledge to adhere to their dictates and follow the letter and spirit of all GCCS policies. If a Board Member is unclear on the intent of this Code of Conduct, they are encouraged to seek guidance from Board leadership and the GCCS management team. In all cases, the Members of the Board are expected to use sound judgment to ensure their conduct is consistent with GCCS's expectations for honesty and the highest level of integrity.

All Board Members must avoid illegal and unethical behavior and must avoid participation in any situation that might reflect unfavorably upon GCI, including the following:

1. Any activities or relationship that may be deemed to be a Conflict of Interest (as set forth in Attachment A - 0342 Conflict of Interest Policy);
2. Failure to adhere to GCCS's Standards of Professionalism and Ethics (as set forth in Attachment B - 0310 Board Member Conduct);
3. Failure to adhere to GCCS's Anti Harassment Policy (as set forth in Attachment C - 4113 Anti-Harassment Policy)
4. Failure to adhere to GCCS's Discrimination or Retaliation Policy (as set forth in Attachment D - 4112 Discrimination or Retaliation in the Workplace)

Confidentiality

In order to encourage and foster open and candid discussion at meetings, the Board of Directors of Guadalupe Educational System, Inc. believes confidentiality must be maintained.

Therefore, it is the policy of the Board of Directors of GCCS that each director, staff member, or employee of GCCS who is in attendance at the meeting shall keep confidential any and all information relating to discussions during any closed or executive sessions at the meetings including information contained in all materials presented during any closed or executive session at a meeting (including, but not limited to, Board Packets, correspondence, emails,


reports or other documentation) unless compelled by legal process to disclose such information, or as agreed by resolution of the Board of Directors that the confidential information may be disclosed. Should a Board Member receive any request via legal process to provide information, they shall immediately notify the attorney for the Board of Directors so that appropriate steps can be taken to maintain confidentiality where applicable. While Board Members and staff members are free to discuss actions adopted by the Board of Directors during open sessions, disclosing or distributing any information concerning the discussions of such items during closed or executive sessions of the Board of Directors meeting is prohibited.

Should a director, staff member or employee of GCCS violate this policy they will be subject to sanction up to including removal from the Board should the majority of the Board approve the sanction to be meted out.

No Gifts and Gratuities

While exchanging gifts can sometimes strengthen business relationships, it can also lead to compromised judgment. To avoid the appearance of compromised judgment and to protect the integrity of the decision-making process, Board Members shall not solicit or accept gifts or gratuities from others or accept anything of value that is intended to, or could appear to, influence business judgment, or that could jeopardize GCCS's reputation or image.

I UNDERSTAND AND ACKNOWLEDGE I HAVE READ THIS CODE OF CONDUCT AND THE ATTACHMENTS AND WILL ADHERE WITH THE CODE OF CONDCUT AND THE ATTACHMENTS.


Board Member
Printed Name: Beto Lopez

Date: 11/27/24