

GIFT ACCEPTANCE POLICY OF GENDEREQUAL, INC.

ARTICLE 1 – Purpose

The purpose of this statement is to articulate the policies of GenderEqual, Inc. (hereinafter referred to as the “Corporation”) concerning the acceptance of charitable gifts to the Corporation. Appropriate procedures to implement these policies will be adopted by the Executive Committee or Development Committee or Executive Director or Development Director (hereinafter individually or collectively referred to as the “Development Authority”). The Board of Directors of the Corporation and its staff solicit current and deferred gifts from individuals, corporations, foundations, and others for purposes that will further and fulfill the Corporation’s mission. The provisions of this Policy shall apply to all gifts received by the Corporation. The Corporation will not accept gifts that would jeopardize the Corporation’s status as a 501(c)(3) tax-exempt organization under federal or state law.

ARTICLE 2 – Responsibility to Donors

Section 2.1 – General. The Corporation, its staff, and representatives shall endeavor to assist donors in accomplishing their philanthropic objectives in providing support for the Corporation.

Section 2.2 – Confidentiality. Information concerning any and all transactions between a donor and the Corporation shall be held by the Corporation in strict confidence and may be publicly disclosed only with the permission of the donor.

Section 2.3 – Anonymity. The Corporation shall respect the wishes of donors desiring to support the Corporation anonymously and will take reasonable steps to safeguard those donors’ identities.

Section 2.4 – Disclaimer. Each prospective donor to the Corporation shall be informed that the Corporation does not provide legal, tax, or financial advice, and shall be encouraged to discuss all charitable gift planning decisions with her or his legal, financial, or tax advisor before entering into any commitment to make a gift to the Corporation.

ARTICLE 3 – Gift Restrictions

Section 3.1 – Unrestricted Gifts. To provide the Corporation with maximum flexibility in the pursuit of its mission, donors shall always be encouraged to make unrestricted gifts to the Corporation.

Section 3.2 – Budgeted Programs or Facilities. The Corporation may accept a gift that is restricted as to its use if the Corporation’s approved budget for the year in which the gift is to be accepted includes proposed funding for the specific program, purpose, or facility for which the restricted gift is made.

Section 3.3 – Other Restrictions. The Corporation may accept a gift that is restricted as to a use if the Corporation’s budget for the year in which the gift is accepted does not include funding for the restricted use of the gift, with the prior written approval of the Development Authority.

Section 3.4 – Variance Power. Unless otherwise approved in advance by the Development Authority, the Corporation will reserve the right, in the document that restricts the use of the gift, to broaden or alter the purpose of the gift should it be determined in the future that the original purpose of the gift no longer meets the needs or serves the mission of the Corporation.

ARTICLE 4 – Donor Recognition

Section 4.1 – General. The Board of Directors, upon recommendation of its Development Authority, may establish criteria for the recognition and honoring of a donor with certain honors or benefits based on various giving levels achieved by a donor and the type of gift. These honors or benefits may include the listing of the donor’s name on a roll or plaque, either physical or electronic, of significant donors, or the opportunity to receive invitations to donor recognition events.

Section 4.2 – Buildings and Other Facilities. Except in the case of naming opportunities that appear on a schedule of naming opportunities, if one exists, approved by the Board of Directors in the context of a capital campaign, the development staff of the Corporation shall make no commitments to a donor concerning the naming of buildings or other facilities without the approval of the Board of Directors upon recommendation of the Development Authority.

ARTICLE 5 – Fiduciary Relationships

Section 5.1 – General. Unless approved in advance by the Executive Committee or Finance Committee or Executive Director or Finance Director (hereinafter individually or collectively referred to as the “Finance Authority”), the Corporation will not agree to serve as executor of a decedent’s estate or as trustee of a living trust or other trust intended to serve as a person’s primary estate planning document.

Section 5.2 – Trusteeship. The Corporation may serve as trustee of trusts to maintain its gift annuity reserve accounts, as required by relevant state insurance law, in connection with the Corporation’s gift annuity program. The Corporation may serve as trustee of charitable remainder trusts, provided that no less than 50% of the remainder interest in the trust is irrevocably dedicated to the Corporation, and the charitable remainder trusts meet the minimum standards established from time to time by the gift planning procedures of the Corporation. The Corporation may serve as trustee of trusts only in circumstances in which its investment authority as trustee is unrestricted, and will not serve as co-trustee of a trust.

ARTICLE 6 – Commitment of Corporation Assets

Section 6.1 – Bargain Sale. Commitment of funds of the Corporation in a bargain sale transaction to acquire assets from a donor shall require the prior written approval of the Finance and Development Authority. Such approval shall generally be restricted to situations in which the asset to be acquired is one that will be used by the Corporation in its program or that can be readily disposed of for cash within a reasonable time.

Section 6.2 – Gift Annuities. The Corporation shall issue charitable gift annuities to donors, in exchange for their contributions, using annuity rates published by the American Council on Gift Annuities.

Section 6.3 – Partnership and Other Liabilities. The Corporation will not accept interests in partnerships or other investment entities exposing the Corporation to liability, including the obligation to provide capital contributions or other funding for the investment, without adequate indemnity from the donor to fulfill those obligations.

Section 6.4 – Real Estate. While the Corporation encourages gifts of real estate, potential liability of the Corporation arising from real estate should be minimized pursuant to procedures to be adopted by the Development Committee or other development authority.

ARTICLE 7 – Reporting and Valuation Standards

Section 7.1 – Reporting. For campaign and other reporting purposes, the Corporation shall use the National Committee on Planned Giving Guidelines for Reporting and Counting Gifts.

Section 7.2 – Valuation of Planned Gifts. To evaluate the Corporation’s planned giving program and to compare the relative value of various planned gift approaches, the Corporation shall utilize the National Committee on Planned Giving Valuation Standards for Charitable Planned Gifts.

ARTICLE 8 – Ethical Standards

Section 8.1 – Commitment. The Corporation is committed to the highest ethical standards. All development staff shall adhere to the Model Standards of Practice for the Charitable Gift Planner adopted by the American Council on Gift Annuities and the National Committee on Planned Giving.

ARTICLE 9 – Delegation of Implementation

Section 9.1 – Staff. Implementation of these policies is delegated to the Corporation’s Development Director, or Executive Director in the absence of a Development Director, who shall be responsible for oversight of the acceptance of all gifts by the Corporation.

Section 9.2 – Development Committee. The Board of Directors shall delegate to its Development Committee, or to the Executive Committee in the absence of a Development Committee, the responsibility of approving Gift Planning and Acceptance Procedures to implement these policies. The Development Director, or the Executive Director in the absence of a Development Director, who shall be an *ex officio* member of that committee, may from time to time propose to the committee revisions to the procedures.

ARTICLE 10 – Approval of Exceptions

Section 10.1 – Manner of Approval. Acceptance of gifts to the Corporation in a manner that is in any way inconsistent with this statement of policy must be approved in writing by the Development Director or other development authority, who shall report such exceptions to the Board of Directors at its next regular meeting.

ARTICLE 11 – Periodic Review

Section 11.1 – General. A committee of the Board of Directors, and of which the Development Director, or Executive Director in the absence of a Development Director, shall be a member, shall periodically (but no less frequently than every five years) review these policies to ensure that they continue to accurately describe the policies of the Corporation with respect to acceptance of charitable gifts, and shall propose to the Board of Directors for adoption those revisions that the Committee shall determine to be necessary or appropriate in order for the Statement of Policy to accurately reflect the policies of the Corporation.

Section 11.2 – Specified Review. These policies shall be reviewed and ratified by the Board of Directors each time the Board determines that the Corporation will embark on a capital or other fundraising campaign. These policies shall also be reviewed upon the enactment or promulgation of legislation or regulatory rules affecting fundraising and gift acceptance by the Corporation, to assure continued compliance by the Corporation with relevant legislation and rules.