

Code of Ethics

The work of the Getty is administered and conducted by Trustees, officers, staff, and volunteers, all committed to serving the public interest. As a nonprofit institution, the Getty complies with applicable local, state, and federal laws and international conventions, as well as with legal standards governing trust responsibilities. The Getty, and those responsible for it, strives to maintain the institution's integrity so as to warrant public confidence, acting legally and ethically. This Statement on Ethics, therefore, outlines practices that frequently exceed minimal legal standards.

By adopting this statement on ethics, the Trustees seek to ensure that all those who work for, or on behalf of, the Getty both understand and support its mission and public trust responsibilities.

Loyalty. Loyalty to the Getty's mission is essential to all who work at the Getty, whether volunteer or paid. The duty of loyalty must never be compromised. No individual may use a position at the Getty for personal gain or to benefit another at the expense of the Getty, its mission or its reputation. The Getty has Trustee and staff policies on conflicts of interest, and related procedures for addressing actual, potential, or perceived conflicts. All members of the Getty community are expected to comply with applicable conflict of interest policies.

Governance. The affairs of the Getty are conducted by, or under the oversight of, the Board of Trustees. The Trustees hold the staff accountable for maintaining the highest standards of practices and participate in decision-making processes with respect to them, including the development and regular review of collection, program and financial policies.

Collections. Some of the Getty's programs seek to assist in the protection and preservation of the world's cultural heritage in diverse places. Others, particularly the Museum and the Research Institute, own and care for objects representing the world's cultural heritage. This stewardship of collections entails the highest public trust and carries with it the presumption of rightful ownership, permanence, care, documentation, accessibility, and responsible disposal.

Thus the Trust strives to ensure that its collections:

- support its mission and public trust responsibilities;
- are lawfully held, protected, secure, unencumbered, cared for, and preserved; and,
- are accounted for and documented.

The Trust further strives to:

- ensure that access to the collections and related information is permitted and appropriately regulated;
- that acquisition, disposal, and loan activities are conducted in a manner that respects the protection and preservation of cultural resources and discourages illicit trade in such materials;
- that acquisition, disposal, and loan activities conform to its mission and public trust responsibilities;

- that any sale or trade of collections is solely for the acquisition or direct care of collections;
- that the unique nature of funerary and sacred objects is recognized as the basis of all decisions concerning such collections;
- that collections-related activities promote the public good rather than individual financial gain; and
- that competing claims of ownership that may be asserted in connection with objects in its custody are handled openly, seriously, responsively and with respect for the dignity of all parties involved.

Programs. The Getty serves society by advancing an understanding and appreciation of cultural heritage through exhibitions, research, conservation, scholarship, grants, publications, and educational activities. These programs further the Trust's mission and are responsive to the concerns, interests, and needs of society, founded on scholarship and marked by intellectual integrity, accessible to and encourage participation of the widest possible audience, respect pluralistic values, traditions, and concerns, and promote the public good rather than individual financial gain.

Revenue Generating Activities. Activities that may produce revenues and those involving relationships with external entities must be compatible with the Getty's mission and support its public trust responsibilities.

Implementation and Orientation. New Trustees and staff members are provided with copies of policies relating to ethics and standards of practice and are asked to review these materials as part of their orientation. Trustees and senior employees file annual disclosures of potential conflicts; the Audit Committee of the Board of Trustees receives an annual report regarding any circumstances that might give rise to an appearance, or question, concerning a conflict of interest.