

ARISE is an independent body that brings together some of the country's most progressive and intellectual minds across School Promoters, Edupreneurs & leaders who remains committed and focussed on serving as a beacon for change within the diverse and dynamic landscape of India's school education system. Living the motto '**Student First**', ARISE recognizes the complexity and the unique challenges faced by both independent private schools and public / government schools and will continue to play an important role to be a collaborative platform to bring together forward-thinking school founders, educators policy makers, think tanks, educationists, civil society experts and technical experts to collaborate and work together to solve the challenges that tend to slow down the progress in India's school education reforms in India where the school education system is one of the largest and most complex in the world. ARISE aims to foster healthy and progressive relations with ministry of education at both the centre and states along with key policy makers to help solve the complexity and the unique challenges faced by both independent and public aided schools

ARISE was originally founded in Year 2016 by a group of reputed School Leaders and educationists under the aegis of the **Federation of Indian Chambers of Commerce & Industry (FICCI)** with an aim to unify the sectors' voice to create a meaningful impact on regulators at state and central level. Over the last 7 years, FICCI ARISE has created the much-needed impact in the sector and has been instrumental in enabling path breaking reforms in key policy initiatives and has also published many research papers that cover key challenges faced by k12 schools including sensitive areas such as child safety and security, quality accreditation among others. ARISE will now continue this journey as an independent body with collaboration and support from FICCI.

ARISE also recognizes the rights of students as individuals by establishing the rules and regulations necessary to create a suitable curricular and co-curricular climate as well as safe learning environments.

As we approach a decade of our existence with ARISE (formally known as FICCI Arise) has built a reputation for excellence in Education for all and it is enhanced by innovative research assisted by knowledge partners like EY, KPMG, CSF, Shardul Amarchand Mangaldas amongst other educationists and think tanks. We have earned the confidence of our member stakeholders and the respect of our community and the Central and State Governments through the ethical conduct of our practices and initiatives.

ARISE stands for honesty and integrity, self-regulation, transparency, accountability, equity, and access through Public and private partnerships, championing best practices in Education through Advocacy and ensuring a unified and strong voice among the Regulators and not against them.

To ensure this, we are pleased to introduce the **ARISE Code of Ethics**:

All ARISE members must observe our Code of Ethics, abide by our legal and regulatory compliance policies, and ethically conduct their activities.

Arise's, Code of Ethics supplements the vision, mission, and values that apply to all who provide noble services in the space of Education under the banner of ARISE as its respected members.

The Code of Ethics adopted by ARISE guides all the members in carrying out daily activities within appropriate ethical and legal standards. The Code of Ethics provides standards of conduct to protect and promote integrity and to enhance our collective ability to achieve our mission and compliance goals.

**To whom it is applicable?**

The Code of Conduct must govern the actions of ARISE affiliates/members.

**Legal and Regulatory Compliance:**

All activity by or on behalf of ARISE is to comply with all Central, state, and local laws and regulations.

**Adherence to Health and Safety Laws:**

Members are expected to comply with laws designed to improve workplace safety, such as properly controlling and monitoring dangerous materials and maintaining safe equipment for their students and staff.

**Environmental Protection:**

Arise is aware that our planet is fragile, so all members are to introduce practices to dispose of all waste materials and store all chemicals and substances under applicable laws and regulations.

**Prohibition of Discrimination and Harassment:**

ARISE members shall adopt a no-discrimination policy concerning race, colour, religion, gender, sexual orientation, pregnancy, marital status, nationality, ethnicity, ancestry, or disability and do not tolerate harassment.

**Community Benefits:**

Education is a noble cause; hence members must be involved in community outreach activities, exchange programs, teacher training workshops etc.,

**Accurate Books and Accounts:**

Members to properly maintain transparent and clean accounts per accounting principles and established corporate policies. Performing routine audits or reviews and monitoring, along with internal controls, helps ARISE members prevent and detect fraud, waste, and abuse. Members will respect the intellectual property and copyright laws regarding software, books, trade journals, magazines, and other applicable resources.

**Ethical Practices, Transparency and Disclosures:**

All members shall always follow ethical practices and maintain complete transparency and disclosure of all such information in the public domain that pertains to and affects a student's and parent's decision-making and understanding of the school. ARISE shall time-to-time advise a set of information that schools should transparently maintain in the public domain.

**Open Door Policy**

All member schools shall follow an open-door policy to receive and attend to new and existing parents in a welcoming manner and respond to their queries with complete information and transparency.

**Capitation fees:**

ARISE prohibits its members and other service providers from offering, paying, asking for, or accepting any money or other benefits in exchange for admission-related activities. In addition, members are to refrain from engaging in unfair practices that might restrict healthy competition or supply-demand chains.

**Marketing and Advertising:**

Marketing and advertising activities may be utilized for the following purposes: to educate the students, to provide information to the community, to increase awareness of the services, and to recruit employees. Marketing material and media announcements are to be presented in truthful, fully informative, and non-deceptive manner.

**Confidentiality:**

Members are obligated to maintain the confidentiality of students, personnel, and other proprietary information.

**Violations:**

Any deviation from the responsibilities outlined in this Code of Ethics of ARISE policies and procedures will lead to immediate disciplinary enquiry and action against the erring member, up to and including suspension of membership with no refund.

**Reporting:**

There will be no negative consequences or retaliation for good faith in case of anyone reporting a possible misconduct or breach of the Code of Ethics of ARISE by any of its members.

**Conclusion:**

We rely on one another's good judgment to uphold a high standard of integrity for ourselves and our body/alliance. So we expect all members and employees to be guided by both the letter and the spirit of this Code.