

Employees while in the course of their duties are also expected to observe the following standards in their personal conduct:

- a) Avoid publicly expressing opinions about controversial matters, particularly in the areas of politics, religion, or social issues. The Center should be a non-controversial institution, and its purpose should be to supply the sources of information from which opinions may be developed.
  - b) At all times, the conduct of staff members shall reflect favorably upon the person himself and upon the Center.
- 10) A Community Advisory Committee will serve as advisors to the Joint Board.
  - 11) The Douglass Center Library shall operate under the proposal and contract which expires on December 31, 1971, for Phase I. Final determination and interpretation of the contract and proposal shall rest with the Joint Board.