

STEWARDSHIP READINESS INSTITUTE

Ethical Use & Data Governance Policy

Version 1.0 — 2026

I. Purpose

This policy establishes ethical and data governance standards governing the administration and use of Stewardship Readiness Institute (SRI) instruments.

The purpose of this policy is to ensure responsible deployment of behavioral assessment frameworks while protecting participant dignity, confidentiality, and organizational trust.

II. Scope

This policy applies to:

- Certified SRI Facilitators
- Licensed institutions
- Pilot program participants
- Organizations administering SRI instruments
- Individuals participating in SRI assessments

The policy governs all versions of SRI instruments, including SRI-16 and SRI-24 frameworks.

III. Ethical Use Principles

All SRI deployments must adhere to the following principles.

1. Developmental Purpose

SRI instruments are designed solely for developmental and governance reflection.

They are not evaluative tools for determining personal worth, status, or professional eligibility.

2. Voluntary Participation

Participation must be voluntary unless explicitly defined within institutional agreements.

Participants must be informed of:

- purpose of assessment
- intended use of results
- confidentiality protections
- limits of interpretation

Participants may decline participation without penalty unless governed by contractual institutional conditions.

3. Non-Punitive Use

SRI instruments must not be used for:

- disciplinary action
- termination decisions
- compensation determination
- promotion or hiring decisions
- performance ranking systems

Use outside developmental governance contexts constitutes misuse.

4. Contextual Interpretation

Assessment outcomes reflect perception within specific relational and organizational environments.

Results must not be interpreted as fixed personality traits or predictive judgments.

IV. Confidentiality Standards

SRI deployment requires protection of participant confidentiality.

Facilitators and institutions must:

- maintain anonymity of raters
- report only aggregated multi-rater results
- prevent identification of individual responses
- restrict access to authorized personnel only

Individual rater responses must not be disclosed.

V. Minimum Aggregation Requirements

Multi-rater reporting requires:

- minimum of three raters
- recommended range of five to eight raters

Reports must not be generated when anonymity thresholds cannot be maintained.

VI. Data Collection & Storage

Institutions administering SRI instruments are responsible for:

- secure storage of assessment data
- controlled access permissions
- protection against unauthorized disclosure
- compliance with applicable regional data protection laws

SRI does not assume custody of institutional participant data unless specified by contractual agreement.

VII. Data Retention

Institutions should establish defined retention timelines consistent with organizational policy and jurisdictional law.

Recommended practice:

- retain aggregated reports only
- limit retention of raw response data
- securely delete data upon completion of developmental use

VIII. Data Ownership

Unless otherwise specified:

- participant organizations retain ownership of collected data
- SRI retains ownership of instrument methodology and scoring systems

Assessment participation does not transfer intellectual property rights.

IX. Prohibited Modifications

SRI instruments may not be altered without written authorization.

Unauthorized modification includes:

- changing assessment items
- altering scoring systems
- partial deployment of instruments
- removal of governance statements

Modification invalidates certification authorization.

X. Facilitator Responsibilities

Certified facilitators must:

- present results neutrally
- avoid overstating scientific or predictive claims
- clarify developmental purpose
- maintain professional boundaries

Facilitators must avoid representing SRI as clinical, psychological, or diagnostic evaluation.

XI. Institutional Responsibility

Organizations deploying SRI frameworks agree to:

- uphold ethical deployment standards
- protect participant confidentiality
- prevent coercive application
- ensure facilitator certification compliance

Failure to comply may result in suspension of licensing privileges.

XII. Governance Oversight

The Stewardship Readiness Institute reserves the right to:

- investigate reported misuse
- suspend certification
- terminate licensing agreements
- update governance standards

All updates are issued through version-controlled policy revisions.

XIII. Limitation of Framework

SRI instruments:

- do not diagnose psychological conditions
- do not certify leadership competence
- do not predict organizational outcomes
- do not replace professional judgment

They function as structured developmental feedback tools only.

XIV. Policy Review & Amendment

This policy will be periodically reviewed and updated as institutional learning evolves.

Revised editions supersede prior versions upon publication.