

STEWARDSHIP READINESS INSTITUTE

Institutional License Agreement

This Agreement is entered into between:

Licensor: **Stewardship Readiness Institute (SRI)**, an independent professional framework operated under the Stewardship Readiness Institute Governance Structure.

Licensee: _____

Effective Date: _____

1. Purpose

The Licensor grants the Licensee a limited, non-exclusive license to use the Stewardship Readiness Inventory (SRI) for leadership development, governance assessment, and organizational learning purposes, subject to the terms herein.

The SRI is a behavioral, developmental instrument and shall not be used for punitive, disciplinary, or solely compensation-based decisions.

The SRI is intended solely as a developmental governance instrument and does not constitute psychological, clinical, or employment evaluation.

2. Scope of License

The Licensee is authorized to:

- Administer the SRI-16 and/or SRI-24 instruments
- Use approved scoring keys and composite indices
- Generate internal participant and aggregate reports

- Deploy the instrument within the Licensee's organization or client engagements (if a consulting license)

The Licensee may not:

- Modify item wording, scoring logic, or thresholds
 - Publish the instrument or derivative tools
 - Disclose individual-level results publicly
 - Use the SRI as a sole basis for hiring, firing, or compensation decisions
 - Reverse engineering, automated replication, or AI training using SRI materials
-

3. Certification Requirement

At least one certified SRI Facilitator must oversee administration and interpretation.

- SRI-16 → Level I certification minimum
- SRI-24 → Level II certification minimum
- Enterprise deployment → Level III oversight required

Failure to maintain certification automatically suspends license authorization until certification is restored.

4. Data Governance & Confidentiality

The Licensee agrees to:

- Maintain anonymity of subordinate raters
- Aggregate results with a minimum of three raters per category
- Store data securely in accordance with applicable data protection laws
- Share only anonymized, aggregate data with the Licensor (if participating in normative benchmarking)

Individual results are confidential to the participant and authorized facilitator.

The Licensee retains ownership of organizational data generated through deployment.

5. Ethical Use Clause

The SRI shall not be used:

- As a moral judgment tool
- For ranking or public comparison of individuals
- To coerce participation
- Without informed consent
- For surveillance or undisclosed monitoring purposes

Any violation constitutes material breach.

6. Intellectual Property

All rights, title, and interest in the SRI remain with the Licensor.

The Licensee acknowledges that:

- The SRI is protected intellectual property
- No ownership rights are transferred
- Derivative works are prohibited without written approval

The Licensee shall not create instruments substantially similar in structure or scoring derived from SRI materials.

7. Term & Termination

- Initial Term: 12 months
- Renewal: Annual, subject to compliance

The Licensor may terminate immediately for misuse, confidentiality breach, or ethical violations.

Upon termination, all SRI materials must be discontinued and either destroyed or permanently archived without further operational use.

8. Limitation of Liability

The SRI provides developmental feedback based on perception of observed behavior. The Licensor makes no guarantees regarding organizational outcomes.

The SRI does not replace professional judgment or organizational decision-making processes.

9. Governing Law

This Agreement shall be governed by the laws mutually agreed upon by the Licensor and Licensee at execution.

10. Non-Transferability

The License granted under this Agreement is non-transferable and may not be sublicensed without written authorization from the Licensor.

Institutional Good Faith Clause

Both parties agree to engage in good faith to support responsible developmental use of the SRI framework consistent with Institute ethical standards.

Authorized Signatures

Licensor: _____ Date: _____

Licensee: _____ Date: _____

(Optional Attachments

- Ethical Use Policy
- Facilitator Certification Verification
- Data Contribution Addendum (for benchmarking participants)