



# University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

## BOARD OF REGENTS

### 8. CONDUCT OF MEMBERS OF THE UNIVERSITY COMMUNITY

#### Policy 8.A: Principles of Ethical Behavior

The Laws of the Regents, [Article 8, Part B](#), makes members of the university community, including regents, officers, faculty, and staff, responsible for understanding and upholding the highest standards of legal and ethical conduct. The Principles of Ethical Behavior as outlined in this policy are not intended to be a comprehensive catalogue of all university rules and policies. Rather, these principles set forth the underlying expectations regarding the conduct and activities of the university community.

##### 8.A.1 Responsible Conduct

Members of the university community are expected to conduct themselves ethically, and in compliance with all applicable laws, regulations, and university policies. Members of the university community are expected to practice and model ethical and responsible behavior in all aspects of their work. Expected conduct includes conducting fair and principled business transactions; acting in good faith; being personally accountable for individual actions; conscientiously fulfilling obligations towards others; and demonstrating ethical standards of conduct.

##### 8.A.2 Respect for Others

The University of Colorado recognizes that people are the most important resource in accomplishing its mission. The University of Colorado values academic freedom, diversity, and respect for all persons. The university is committed to the principle of non-discrimination and does not tolerate harassment on any basis, including race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, [marital status](#), political affiliation, or political philosophy. Members of the university community are expected to treat colleagues, co-workers, and students with respect, professionalism, and dignity in all interactions and communications.

##### 8.A.3 Conflicts of Interest

As a state institution, it is imperative for both legal and ethical reasons that members of the university community do not improperly benefit from their positions at the university. Members of the university community are expected to avoid actual and perceived conflicts of interest related to their work and position. Actual or potential conflicts must be appropriately disclosed in accordance with university conflict of interest and conflict of commitment policies so that such conflicts may be reviewed, and as appropriate, managed or eliminated. Members of the university community are responsible for identifying potential conflicts and seeking appropriate guidance.

44  
45 Conflicts of interest may also arise in the context of gifts, travel, and entertainment.  
46 Members of the university community are expected to conduct themselves so as to  
47 ensure that their positions are not misused for private gain with respect to the  
48 acceptance of gifts per the state law. Members of the university community may not  
49 solicit, accept, or agree to accept any benefit that is intended to influence the  
50 employee in the performance of their university duties.

51  
52 8.A.4 Research and Academic Integrity

53  
54 Members of the university community have significant responsibility to ensure that  
55 research and academic work is conducted with the highest integrity, and in compliance  
56 with federal and state laws, and university policies. Academic freedom can flourish  
57 only in a community that values intellectual integrity. University of Colorado  
58 researchers and scholars are expected to follow campus policies when conducting  
59 research with human or animal subjects; and follow and demonstrate accountability for  
60 sponsors and regulatory body requirements. In addition, researchers and scholars are  
61 to ensure originality of work, accurately and fairly publish information, and fairly assign  
62 authorship credit on the basis of intellectual contributions.

63  
64 8.A.5 Stewardship of University Property

65  
66 The university is committed to responsible stewardship of university resources, and  
67 members of the university community are expected to ensure that university property,  
68 funds, and technology are used appropriately. These responsibilities include using  
69 university property, equipment, and resources only for legitimate university purposes;  
70 promoting efficient operations; following sound financial practices; and engaging in  
71 appropriate accounting and monitoring.

72  
73 University property includes the university seal, name, and logo. The university  
74 regulates the use of its seal, name and related trademarks and logos in order to  
75 protect the university's reputation and to ensure that their use is related to the  
76 university's educational, research, community service, and patient care missions.

77  
78 8.A.6 Contributing to a Safe Workplace

79  
80 The University of Colorado is committed to protecting the health and safety of the  
81 university community and creating a safe working and learning environment. Safe  
82 workplace practices include participating in applicable training sessions, using  
83 appropriate personal safety equipment, and reporting accidents, injuries, and unsafe  
84 situations. Members of the university community are expected to conduct their  
85 activities in an environmentally responsible manner. This includes carefully handling  
86 chemical, radioactive and biological waste, and disposing of hazardous waste and  
87 other potentially harmful agents in an environmentally safe manner.

88  
89 The illegal use and possession of controlled substances and the possession of  
90 firearms, explosives, and other weapons on university premises compromises the  
91 safety of the university community. The University of Colorado prohibits the unlawful  
92 manufacture, distribution, possession, or use of controlled substances and the  
93 unlawful possession of weapons in or on any premises or property owned or controlled  
94 by the University of Colorado.

95  
96 8.A.7 Privacy and Confidentiality  
97

98 Members of the university community are the creators and custodians of many types  
99 of information. Such information may relate to students, employees, alumni, donors,  
100 research sponsors, patients and others. Members of the university community are  
101 expected to comply with applicable legal, contractual, and policy obligations to  
102 maintain the confidentiality of such information, protect it from improper disclosure, and  
103 protect the privacy interests of individuals. To meet these responsibilities, members of  
104 the university community are expected to follow document preservation and retention  
105 guidelines, and maintain data security using electronic and physical safeguards.  
106

107 8.A.8 Open and Effective Communication  
108

109 Except as limited by section 8.A.7 of this policy, the University of Colorado is  
110 committed to open communication and an environment of transparency.  
111 Communicating openly with both internal and external constituents improves  
112 relationships and allows the university to operate more effectively. Members of the  
113 university community who have questions about a policy, decision, or activity are  
114 encouraged to discuss the issue with the individual(s) directly involved before  
115 discussing it with others. Supervisors are expected to respond in a timely manner to  
116 concerns and communicate with all individuals involved in the matter. The university is  
117 committed to providing the community with accurate information regarding the  
118 business and affairs of the university. For this reason, and in order to provide a  
119 coordinated, accurate, and timely response, all media and legislative inquiries should  
120 be directed to the Office of University Relations.  
121

122 In furtherance of this principle, no employee of the university shall suffer punishment or  
123 prejudice in employment because of communications with members of the Board of  
124 Regents.  
125

126 8.A.9. Reporting Suspected Misconduct (Whistleblower Policy)  
127

128 The University of Colorado is committed to meeting federal and state legal  
129 requirements and fostering a culture of compliance. Members of the university  
130 community are expected to report known and suspected violations of university  
131 policies, as well as violations of applicable laws and regulations to appropriate offices.  
132 The university provides several options for reporting violations. Unless reporting is  
133 required to an appropriate office, members of the university community are  
134 encouraged to first report any known or suspected violations to their direct supervisor.  
135 Fraud, theft, embezzlement, abuse, or waste may be reported to the University  
136 Department of Internal Audit. The university's Ethics Hotline allows individuals to  
137 anonymously report concerns involving a possible violation of law, regulation, or policy.  
138 All members of the university community who act in good faith in reporting known or  
139 suspected violations of law or university policy are protected from retaliation.  
140

---

141 **History:**

- 142 • Adopted: February 11, 2010, as Policy 1.C: Principles of Ethical Behavior.
- 143 • Revised: June 18, 2020, and moved to Policy 8.A: Principles of Ethical Behavior.
- 144 • Last Reviewed: June 18, 2020.