



TO: Regent Laws & Policies Stakeholders

FROM: Felicity O'Herron, Associate Vice President of Employee Services

DATE: February 12, 2020

RE: Recommended Law and Policy:
Regent Law Article 8: Conduct of Members of the University Community
Regent Policy 8: Conduct of Members of the University Community

Background

Conduct and behavior statements are found in various locations throughout the current Regent Laws and Policies. The new *Article/Policy 8: Conduct of Members of the University Community* creates a single Law and Policy that addresses conduct by moving these sections with some revisions. Sections removed were duplicative or deleted to clarify the language. There are several Regent Policy rescissions where the content is addressed in another Regent Law or Policy, Administrative Policy Statement or campus policy.

Recommendations for Regent Law (Article) 8: Conduct of Members of the University Community

- This Law is comprised of three sections with the edits to remove duplicate statements, lists of examples or to create clarifying language:
 - Nondiscrimination; currently in Regent Law (Article 10)
 - Ethical Conduct of the University of Colorado Community; currently in Regent Law (Article 1.D)
 - Professional Employee Conduct; currently in Regent Law (Article 3.E and Article 11.D)
- Regent Law 10, Regent Law 1D, Regent Law 3.E and Regent Law 11.D will all be rescinded as the edited content now resides in Article 8.

Recommendations for Regent Policy 8: Conduct of Members of the University Community

- This Policy is comprised of two sections with edits to clean up language to represent faculty references and to create clarifying language:
 - Principles of Ethical Behavior; currently in Regent Policy 1.C-Principles of Ethical Behavior
 - Professional Employee Conduct – University Staff
 - Conflict of Interest; currently in Regent Policy 3.B-Conflict of Interest - University Staff
 - Outside Consulting and Service on External Boards; currently in Regent Policy 3.C
- Regent Policy 1.C-Principles of Ethical Behavior, Regent Policy 3.B-Conflict of Interest - University Staff and Regent Policy 3.C-Outside Consulting and Service on External Boards will all be rescinded as the edited content now resides in Policy 8. [NOTE: Policies 3.B and 3.C as the ones listed under “3. University Staff (Carryover – To Be Reviewed)” on the [Regent Policy Website](#) – not the 3.B and 3.C listed under “3. Officers of the University and Administration”.]
 - Employee Communication with Regents; Regent Policy 10.N will move to the new Regent Policy 8.A.8 (Principles of Ethical Behavior - Open and Effective Communication)

Other Recommended Rescissions



- Guest Speakers; Regent Policy 10.G
 - Information is currently reflected in Freedom of Expression policies

- Political Participation of University Community; Regent Policy 10.I
 - Information is included in Freedom of Expression policies
 - The following statement should be moved to campus policy/guidance: “Any student who wishes to take time off from classes to work in political campaigns may make individual arrangements with an individual faculty member who may, in their discretion, grant such requests in the event they deem it consistent with the educational objectives of the course and the particular student and provided that satisfactory arrangements are made to make up the lost work.”

- Nepotism; Regent Policy 10.J
 - Information is currently in the [APS 5003](#)

- Providing Employment Assistance to Members of Dual Career Couples; Regent Policy 10.O
 - This would be left up to the campuses.