



REASON FOR POLICY

Management establishes standards of conduct to communicate expectations concerning integrity and ethical values. This policy provides an overarching code of ethics by which university employees, faculty, staff, officers, students and volunteers are expected to abide.

ENTITIES AFFECTED BY THIS POLICY

All University of Oregon employees, faculty, staff, officers, students and volunteers.

WEB SITE ADDRESS FOR THIS POLICY

[To be updated when posted]

RESPONSIBLE OFFICE

For questions about this policy, please contact the Office of the Secretary at trustees@uoregon.edu or 541-346-3166.

ENACTMENT & REVISION HISTORY

Technical revisions enacted by the University Secretary on August 3, 2015.
Became a University of Oregon Policy by operation of law on July 1, 2014.
Former Oregon State Board of Higher Education Policy.

POLICY

The University of Oregon ("UO") has a duty to educate students to be responsible citizens, and to provide instruction, research, and public service programs that contribute to the maintenance and growth of a healthy state, national, and world economy. All employees, faculty, staff, officers, students, and volunteers acting on behalf of the university have a responsibility to work towards the fulfillment of our mission and to conduct themselves ethically, with the highest integrity, and in compliance with all applicable laws, regulations, and policies.

The UO is committed to conducting its affairs in ways that promote mutual trust and public confidence. We strive for excellence in our pursuit of knowledge and maintain high standards in all activities and

duties. The UO upholds the following standards as the foundation for a civil, respectful, and nurturing environment when engaging in teaching, research, public service, and administrative activities:

Honesty and Integrity – We demonstrate honesty in our communication and conduct while managing ourselves with integrity. We uphold the values of this code and make decisions based upon the greater good. ~~We conduct~~ing ourselves free of personal conflicts ~~and~~; self-dealing; ~~we do not use~~not using University resources for personal benefit or gain, we do not engage in impropriety or the ~~or~~ appearances of impropriety.

Respect – We demonstrate respect towards the rights and dignity of others ~~and~~; show concern for the welfare of others; our engagement with others is marked by expect equality, impartiality, openness, and due process; ~~we~~ by demonstrating equity and fairness without reference to individual bias; and we refrain from discriminating against, harassing, or threatening others.

Stewardship and Compliance – We utilize resources and information entrusted to our care in a wise, ethical, and prudent manner in order to achieve our educational mission and strategic objectives. We uphold civic virtues and duties by obeying laws and policies.

Accountability and Responsibility – We take responsibility for our choices and actions by showing accountability and not assigning or shifting blame or taking improper credit. We act with responsibility by reporting unethical and illegal conduct to the appropriate authorities, including supervisors, management, or responsible university offices, including the Office of Internal Audit, and, when appropriate, external authorities including law enforcement.

The UO expects incidences of ~~report~~ fraud, waste, and/or abuse to be reported. Hotlines are available to make reports of fraud, waste, and abuse: ~~855-388-2710~~. Please see the website of the Office of Internal Audit for further information. The Office of Internal Audit will review and investigate as appropriate all reports and, when warranted by the facts, work with management and leadership to take ~~require~~ corrective action and /or enact discipline in accordance with policy and law. Employees who make a good faith report of suspected fraud, waste, or abuse are protected from retaliation, in accordance with ~~the~~ Oregon Revised Statute 659.

RELATED RESOURCES

None