

Statement of Core Values to the decisions and choices that are made in the course of everyday endeavors. Each USG institution must ensure that its institutional ethics policies are consistent with this USG Ethics policy.

### **8.2.20.5 Code of Conduct**

**We will:**

- 1. Uphold the highest standards of intellectual honesty and integrity in the conduct of teaching, research, service and grants administration.**
- 2. Act as good stewards of the resources and information entrusted to our care.**
- 3. Perform assigned duties and professional responsibilities in such a manner so as to further the USG mission.**
- 4. Treat fellow employees, students and the public with dignity and respect.**
- 5. Refrain from discriminating against, harassing or threatening others.**
- 6. Comply with all applicable laws, rules, regulations and professional standards.**
- 7. Respect the intellectual property rights of others.**
- 8. Avoid improper political activities as defined in law and Board of Regents Policy.**
- 9. Protect human health and safety and the environment in all USG operations and activities.**
- 10. Report wrongdoing to the proper authorities; refrain from retaliating against those who do report violations; and cooperate fully with authorized investigations.**
- 11. Disclose and avoid improper conflicts of interest.**
- 12. Refrain from accepting any gift or thing of value in those instances prohibited by law or Board of Regents policy.**
- 13. Not use our position or authority improperly to advance the interests of a friend or relative.**

### **8.2.20.6 Interpretation and Sources**

The Statement of Core Values and Code of Conduct do not address every conceivable situation or ethical dilemma that may be faced by members of the USG community. Members of the USG community are expected to exercise good judgment absent specific guidance from this policy or other applicable laws, rules and regulations.

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Specific questions pertaining to the Statement of Core Values or Code of Conduct should be directed to a supervisor or other competent authority at the University System Office or at the institution's office of Legal Affairs, Internal Audit, Compliance, Human Resources, Academic Affairs, or other appropriate office.

There are also multiple sources of authority that address specific questions or situations. Examples include:

1. [Board of Regents Policy Manual \(/policymanual/\)](#)
2. [Board of Regents Business Procedures Manual \(/business\\_procedures\\_manual/\)](#)
3. [Board of Regents Human Resources Administrative Practice Manual \(/hr/manual/\)](#)
4. Institutional policies, handbooks and procedures
5. State Laws and Regulations
6. Federal Laws and Regulations

Further specific explanatory notes and references may be found on the USG's website at <http://www.usg.edu/audit/compliance/ethics/> (<http://www.usg.edu/audit/compliance/ethics/>) or its successor reference (BoR Minutes, November 2008).

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## 8.2.21 Employment Appeals

*(Last Modified on February 11, 2015)*

Applications from University System employees for Board of Regents' review of presidential decisions shall be limited to instances in which an employee is terminated, demoted, or otherwise disciplined in a manner which results in a loss of pay. Any University System employee aggrieved by a final decision of the president of an institution, other than those stated above, may apply to the Board's Office of Legal Affairs for a review of the decision, in accordance with Policy 8.6 Applications for Discretionary Review; provided, however, that an application may be reviewed if (1) the record suggests that a miscarriage of justice might reasonably occur if the application is not reviewed, or (2) whether the record suggests that the institutional decision, if not reviewed, might reasonably have detrimental and system-wide significance. (BoR Minutes, April 2010, February 2015)

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