CU's Code of Conduct: Upholding ethics and compliance across all campuses[1]

The University of Colorado is dedicated to fostering an ethical and compliant environment for all. A cornerstone of this commitment is the CU Code of Conduct[2] (Administrative Policy Statement 2027), which governs the actions of faculty and staff across the four campuses and system administration.

The Code of Conduct is the foundation upon which we build our culture, reputation and success. It outlines ethical principles, guides the behavior and decision-making of the CU community, and ensures compliance with institutional and legal requirements.

"At CU, ethics and compliance aren't buzzwords. They're integral to our mission of providing high-quality education and professional training, public service, advancing research and knowledge, and state-of-the-art health care," President Todd Saliman said. "The Code of Conduct serves as a constant reminder that integrity and accountability must drive our academic, research and professional activities across CU, and it provides a framework for how our employees should conduct themselves."

What is the CU Code of Conduct?

The CU Code of Conduct outlines expectations for ethical behavior and legal compliance in a variety of areas, including academic integrity, research ethics, harassment and discrimination prevention, financial integrity, and the protection of university resources. It establishes guidelines for ensuring that faculty and staff act with honesty, respect and responsibility in all interactions within and outside the university.

Why is the Code of Conduct so important?
Upholding academic and research integrity
One of the primary tenets of the Code of Conduct is academic and research integrity. CU prides itself on producing research and scholarship that are both rigorous and ethical. Plagiarism, falsification of data, or any form of academic dishonesty undermines not only the individual's credibility but also the institution's reputation. The Code of Conduct reinforces a commitment to honest inquiry, teaching and learning. **Fostering respectful and nondiscriminatory environments**
The Code of Conduct emphasizes respect and incorporates the university's nondiscrimination policies pursuant to federal and state law. Protected class discrimination, harassment or sexual misconduct are prohibited. The Code of Conduct reflects the university's obligation to address and respond to prohibited conduct and provide support services for those impacted. **Ensuring legal compliance**
CU is committed to ethical behavior and is determined to maintain full legal compliance with federal, state and local regulations. Whether approaching research ethics, student privacy, environmental laws or financial oversight, the Code of Conduct provides clear guidance on the responsibilities of CU's faculty, staff and students to adhere to the law and university policies. **Strengthening trust with the public**
As a public institution, CU must maintain the trust of tuition payers, taxpayers, donors and the community. By adhering to the principles outlined in the Code of Conduct, CU demonstrates its dedication to transparency, accountability and vigilant stewardship of its resources. This fosters public confidence in the university's ability to operate with integrity, particularly in areas such as public funding and research grants. **Mitigating risk and protecting the university's reputation**
The Code of Conduct is also a key tool in risk management. By promoting compliance with laws and ethical guidelines, the document helps prevent misconduct that could result in legal or financial consequences. For the CU community, adhering to these standards helps to preserve the university's long-standing reputation for excellence.
Promoting awareness and accountability across campuses

Each of us across CU's four campuses must embody the Code of Conduct in our actions and decisions. This sets the tone for the entire organization. Awareness campaigns, training sessions and workshops are held regularly to ensure that everyone is well-versed in the university's ethical standards and knows where to turn for guidance when faced with ethical dilemmas.

Furthermore, the Code of Conduct is not just a set of rules – it is a living document, one that evolves as new challenges arise. CU regularly updates the Code of Conduct to reflect changes in the law and ensures that it is always

at the forefront of ethical leadership in academia.

The CU Board of Regents adopted Principles of Ethical Behavior that reflect their commitment to creating and sustaining an environment in which the university's affairs are conducted ethically, professionally and according to applicable laws, regulations and university policies. The Board of Regents also established the CU EthicsLine resource, hosted by an independent third-party, to provide a simple, anonymous way to report concerns or suspected misconduct. Retaliation against those who report in good faith is prohibited.

A shared responsibility

CU's commitment to ethics and compliance is not the responsibility of any one office, department or individual. It is a shared responsibility that requires active engagement of every member of the CU community. The Code of Conduct empowers everyone at CU to act with integrity, ask questions when in doubt, and take action if they witness unethical behavior. If you wish to report suspected misconduct or ethics concerns, please visit https://www.cu.edu/ethicsline[3].

As we continue to build a university culture that emphasizes the importance of ethics and compliance, the CU Code of Conduct serves as both a guide and a safeguard. By upholding these values, we not only protect the integrity of the university but also contribute to a more just, fair and accountable society.

For more information on the CU Code of Conduct, contact the campus or system compliance representatives[4].

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