



SUBJECT: STANDARDS OF CONDUCT	Effective Date: ¹ 2-15-21	Policy Number: 8.2	
	Supersedes: New	Page 1	Of 6
	Responsible Authority: Vice President, Administrative Affairs Chief Compliance & Ethics Officer		

APPLICABILITY/ACCOUNTABILITY:

Florida Atlantic University’s Standards of Conduct supplement the State of Florida Code of Ethics for Public Officers and Employees (“Florida Code of Ethics”) to set forth ethical and professional principles that govern business dealings by and within the FAU Community.

DEFINITIONS:

FAU Community: Florida Atlantic University officers, faculty, and staff, including student employees in the context of their employment relationship with FAU, and, to the maximum extent permissible while engaging in business activities with or for the U

ity in fulfilling its core mission depend on whether dean or faculty member, business r. Accordingly, each member of the FAU of Conduct in dealings pertaining to the

FAU’s Compliance and Ethics Program. campus environment that is open, honest, that encourages and supports ethical unethical behavior; addresses problems reduces risks of non-compliance while

¹This policy may be supplemented from time to time by the Office of Compliance and Ethics as applicable University policies, regulations and other guiding sources are enacted and/or amended. Updated 12-8-21.

increasing the likelihood of early detection and correction; enhances decision-making at all levels by raising awareness of requirements/expectations; enhances employee engagement to report actual or perceived violations of law or policy; and protects FAU's reputation by reducing the likelihood that damaging or negative events will happen and minimizing the consequences of such events if they do. The principles set forth in these Standards of Conduct are reflected in many separate policies and regulations of the University, whose definitive statements appear elsewhere, such as the [Faculty Handbook](#) and the [University Personnel Policy](#). Nothing contained herein is intended to or shall be construed to conflict with applicable collective bargaining agreements or the Florida Code of Ethics.

1. Ethical conduct

Members of the FAU Community should conduct themselves ethically, honestly, and with integrity in all dealings, being fair and principled in their business interactions and acting in good faith with respect to the University and its students, research sponsors, alumni, and donors. When in doubt about the propriety of lea

disrespectful activity include without limitation, the use of crude, abusive, or threatening language; workplace interference or sabotage; making negative or disparaging comments about the professional capabilities of others; making vicious, profane, or malicious statements, or statements known to be false or otherwise demonstrating a reckless disregard for the truth, concerning the University or any member of the FAU Community; engaging in violence or conduct that an objective person would deem threatening of the FAU Community; or repeated workplace behavior that a reasonable person would find hostile and threatening.

[Regulation 5.012 Employee Standards and Disciplinary Procedures](#)
[Faculty Handbook—Ethical Conduct of the University Community](#)

4. Conflicts of interest

The FAU Community must avoid improper conflicts of interest in conducting their work at the University. Conflicts may include doing business with University business partners or doing business directly with the University. Financial conflicts of interest must be disclosed, reviewed, and appropriately managed or eliminated. Faculty and staff should demonstrate sensitivity in identifying potential conflicts of interest, whether of a financial, personal, or professional nature, and must follow the reporting and other provisions of applicable state law and University regulations and policies.

[Regulation 5.011 University Ethics](#)
[Policy 1.10 Consensual Relations](#)
[Policy 7.1 Employment of Relatives](#)
[Policy 7.5 Personnel](#)
[Policy 8.3 Conflicts of Interest, Conflicts of Commitment, and Outside Activity](#)
[UFF CBA Article 19 Conflict of Interest/Outside Activity](#)
[Financial Conflicts of Interest in Research](#)

5. Compliance with legal authorities

The University is in a heavily regulated environment. Compliance with laws is important not only as a matter of legal compliance, but also as a matter of principle. Noncompliance can have severe adverse financial and other consequences, potentially affecting the reputation and operations of the entire University. The FAU Community must comply rigorously with federal, state, and local laws and regulations that apply to the performance of their responsibilities at the University. All have a duty to inform themselves, through University sources and independently, about relevant legal obligations and to keep current with changes in applicable law. When in doubt about the interpretation of applicable law, seek advice from the Office of the General Counsel.

6. Compliance with University regulations and policies

The University has established regulations and policies for managing its business and other operations. Some are required by law; some are prudential; and some are managerial, designed to ensure smooth and coordinated business operations. The FAU Community is expected to inform themselves about and comply with all applicable University regulations and policies, including without limitation those applicable departmental or divisional policies.

[Regulation 5.012 Employee Standards and Disciplinary Procedures](#)
[University Regulations](#)
[University Policies](#)

POLICY APPROVAL
(For use by the Office of the President)

Policy Number: 8.2

Initiating Authority

Signature: _____ Date: _____

Name: Elizabeth Rubin

Policies and Procedures

Review Committee Chair

Signature: _____ Date: _____

Name: Elizabeth Rubin

President

Signature: _____ Date: _____

Name: Dr. John Kelly

Executed signature pages are available in the Office of Compliance