

– POLICY ON PROFESSIONAL CONDUCT AND WORKPLACE BULLYING

(Approved by the Board of Regents on October 9, 2015; Amended June 16, 2017; Amended June 17, 2021)

PURPOSE AND APPLICABILITY

This policy establishes expectations for the conduct of Regular and Contingent Nonexempt and Exempt staff employees. Failure to comply with these expectations may result in disciplinary action.

GENERAL STANDARDS OF CONDUCT

- A. Employees shall exhibit exemplary conduct and use honest efforts in the performance of their duties.
- B. Employees shall not knowingly make unauthorized commitments or promises of any kind purporting to bind the Institution or the University System.

conscientious performance of their duties.

B.

- A. Employees shall treat others with dignity, respect and professionalism and shall not promote or create an environment that is hostile to any individual.



employee and any legal proceeding in which an employee is involved, as a party or otherwise, if the arrest or legal proceeding affects or reflects on, the employee's job fitness or performance.

IMPLEMENTATION PROCEDURES:

Each President and the Chancellor shall identify his/her designee(s) as appropriate for this policy; develop procedures as necessary to implement this policy; communicate this policy and applicable procedures to the USMO or his/her Institutional community and post it on its institutional and the USMO's website.

REFERENCE:

Governor's Executive Order 01.01.2015.08 Standards of Conduct for Executive Branch Employees and Reporting of Misconduct