



University of Colorado

Boulder | Colorado Springs | Denver | Anschutz Medical Campus

BOARD OF REGENTS

1 LAWS OF THE REGENTS

2 3 **ARTICLE 8: CONDUCT OF MEMBERS OF THE UNIVERSITY COMMUNITY**

4 5 **Part A: Nondiscrimination**

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7 The University of Colorado does not discriminate on the basis of race, color, national
8 origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender
9 identity, gender expression, veteran status, political affiliation, or political philosophy in
10 admission and access to, and treatment and employment in, its educational programs
11 and activities. ~~The university takes action to increase ethnic, cultural, and gender~~
12 ~~diversity, to employ qualified disabled individuals, and to provide equal opportunity to~~
13 ~~all students and employees.~~

14
15 ~~Qualification for the position and institutional need shall be the sole bases for hiring~~
16 ~~employees, and the criteria for retaining employees shall be related to performance~~
17 ~~evaluation, assessment of institutional need, fiscal constraints, and/or, in the case of~~
18 ~~university staff, the rational exercise of administrative prerogative.~~

19
20 ~~All students shall have the same fundamental rights to equal respect, due process,~~
21 ~~and judgment of them based solely on factors demonstrably related to performance~~
22 ~~and expectations as students. All students share equally the obligations to perform~~
23 ~~their duties and exercise judgments of others in accordance with the basic standards~~
24 ~~of fairness, equity, and inquiry that should always guide education.~~

25 26 **Part B: Ethical Conduct of the University of Colorado Community**

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28 In pursuing the mission of the University of Colorado, all members of the university
29 community, including regents, officers, faculty, and staff, are responsible for
30 understanding and upholding the highest standards of legal and ethical conduct. The
31 Board of Regents' policies and related university policies describe principles of ethical
32 behavior that articulate a basic ethical framework for the decisions, actions and
33 behavior of all members of the University of Colorado community. ~~These "Principles of~~
34 ~~Ethical Behavior" (Board of Regents' Policy 1.C) and the university's Code of Conduct~~
35 ~~(Administrative Policy Statement 2027) define the underlying expectations for the~~
36 ~~conduct and activities of the university community.~~

37 38 **Part C: Professional Employee Conduct**

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40 Employees must uphold ethical standards appropriate to their position within the
41 university as defined in state law, and regent policies, and system and campus
42 policies. ~~These include but are not limited to standards applicable to conflicts of~~
43 ~~interest and conflicts of commitment.~~

45 ~~University employees shall adhere to Board of Regents laws and policies and state~~
46 ~~and federal laws and regulations related to: sexual harassment, political activities,~~
47 ~~academic freedom, nepotism, conflict of interest, conflict of commitment,~~
48 ~~nondiscrimination, and diversity.~~

49
50 University employees shall refrain from conduct that disrupts ~~ive of~~ university
51 functions, ~~;~~ from causes injury to persons or damage to property in university programs
52 or on university owned or controlled property, ~~;~~ or and from impedes freedom of
53 movement of students, school officials, employees, and invited guests to all facilities of
54 the university. Interference in any manner with the public or private rights of citizens,
55 conduct that threatens or endangers the health or safety of any person, and damage to
56 property are prohibited in university programs or on university owned or controlled
57 property.

58
59 **History:**

- 60 • Adopted: TBD
- 61 • Revised:
- 62 • Last Reviewed:

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