LAWS OF THE REGENTS

ARTICLE 8: CONDUCT OF MEMBERS OF THE UNIVERSITY COMMUNITY

Part A: Nondiscrimination

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

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

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

Part B: Ethical Conduct of the University of Colorado Community

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

Part C: Professional Employee Conduct

Employees must uphold ethical standards appropriate to their position within the university as defined in state law, and regent policies, and system and campus policies. These include but are not limited to standards applicable to conflicts of interest and conflicts of commitment.
University employees shall adhere to Board of Regents laws and policies and state and federal laws and regulations related to: sexual harassment, political activities, academic freedom, nepotism, conflict of interest, conflict of commitment, nondiscrimination, and diversity.

University employees shall refrain from conduct that disruptive of university functions, from causes injury to persons or damage to property in university programs or on university owned or controlled property, or from impeding freedom of movement of students, school officials, employees, and invited guests to all facilities of the university. Interference in any manner with the public or private rights of citizens, conduct that threatens or endangers the health or safety of any person, and damage to property are prohibited in university programs or on university owned or controlled property.

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**History:**

- Adopted: TBD
- Revised:
- Last Reviewed: