



Code of Ethical Conduct

The University of Wyoming is committed to sound, professional standards of integrity and ethical conduct. The following principles and values apply to all members of the university's trustees, administration, faculty, staff, and student body:

Excellence: We expect the highest standards of professionalism from our leaders, faculty, and staff. We advance knowledge and understanding through open, energetic inquiry and creative freedom. We encourage innovative approaches to problems, challenges to accepted ideas, and value professionally-tempered criticism of others. We seek to provide environments in which all members of the community have the opportunity to participate and excel.

Integrity: In teaching, research, and service we hold ourselves to the highest standard of proficiency, accuracy, and reliability. We represent our accomplishments honestly, appropriately crediting the contributions from others to our own achievements. We make decisions that meet professional standards of honesty, competence, and fairness.

Respect: We honor the dedication of trustees, administrators, faculty, staff, and students to their work at the University of Wyoming. We treat individuals with care, concern, fairness, and civility, even in the face of disagreement. Candor and confidentiality must temper disputes. More broadly, we nurture an environment of mutual respect and tolerance, and we value differences in perspective, experience, and personal histories.

Responsibility: We are responsible for our decisions and actions, and we are effective stewards of assets entrusted to the university. We conserve our financial, physical, and environmental resources and maintain reliable records of our activities and the funds in their support. We disclose real and apparent conflicts of interest and reject inappropriate interpersonal and political influences. We understand and comply with established regulations that govern the university, and we make decisions that meet standards of professional behavior.

To implement the principles in this Code of Ethics, the University of Wyoming has developed policies, procedures, and university regulations for conduct related to academic honesty, non-discrimination, and use of university resources. Upholding the basic values we share depends upon knowing the applicable policies and incorporating the requirements of law and spirit of policy into our actions. As faculty, staff, administrators, and trustees, we recognize that our behavior jointly affects our individual reputations and that of the entire university community.

[UW Regulations and Standard Administrative Policies & Procedures](#)

The UW Regulations that address standards of conduct are listed below:

Academic honesty. The highest standards of academic honesty characterize learning, teaching, research, scholarship and creative activities at UW. We safeguard those who participate in research in accordance with federal law and university policy.

[UW Regulation 11-1 Student Conduct](#)

[UW Student Code of Conduct](#)

[UW Policy for Responding to Allegations of Research Misconduct](#)

[UW Regulation 9-1 University Intellectual Property](#)

[UW Regulation 2-114 Student Academic Dishonesty](#)

Confidentiality and privacy: Each member of the UW community complies with all federal laws, state laws, agreements with third parties, and university policies pertaining to the use, protection and disclosure of confidential, proprietary and private information. Such policies apply even after the community member's association with UW ends.

Conflict of interest and conflict of commitment: UW faculty, staff, students and trustees owe their primary professional allegiance to the university. Outside professional activities, private financial interests, or receipt of benefits from a third party can cause an actual or perceived conflict of interest. Community members will disclose conflict of commitment and conflict of interest in accordance with the following policies.

[UW Policies Governing Conflict of Interest and Commitment](#)

In compliance with the Higher Education Opportunity Act the University of Wyoming as an institution and its employees, trustees and officers have adopted a conflict of interest policy and code of conduct related to financial aid referenced below.

[Student Financial Aid Office Code of Conduct](#)

Human Resources: UW is committed to treating every member of the community with fairness and respect. The University prohibits discrimination and harassment and provides equal

opportunities for all members and applicants regardless of race, color, sex, age or any other characteristic protected by law. Specific policies in support of these standards include:

[UW Regulation 2-1 Academic Personnel](#)

[UW Regulation 2-2 Academic Personnel Dispute Resolution](#)

[UW Regulation 4-1 Equal Education and Employment Opportunity](#)

[UW Regulation 4-2 Discrimination and Harassment](#)

[UW Regulation 4-4 Violence in the Workplace](#)

[UW Regulation 5-1 Staff of the University](#)

[UW Regulation 5-2 Employment Provisions Applicable to all Personnel](#)

[UW Regulation 5-3: Employee Handbook](#)

[Employee Handbook](#)

Financial, operational and administrative transactions: All UW accounts and other documents including those submitted to government agencies must be accurate, clear and complete. The following policies apply:

[UW Regulations and Standard Administrative Policies & Procedures - Finance and Business](#)

[Financial Affairs Policies and Reference Material](#)

[UW Regulation 5-2 Employment Provisions Applicable to all Personnel](#)

[UW Regulation 12-1 Private Fundraising Activities](#)

Equal Opportunity, Harassment and Nondiscrimination: Employees, students, and visitors should feel confident that issues relating to discrimination, sexual harassment, and workplace violence will be given appropriate attention at UW. It is important for individuals who are experiencing (or know of others who are experiencing) sexually harassing or discriminatory behavior to immediately report it to a University official. As the University's policy states, such behavior is prohibited and will not be tolerated. It is also important for individuals who are not sure about such behavior to seek advice from whomever they are most comfortable. Anyone having questions or comments regarding UW Regulations 4-2 (Discrimination and Harassment) and 4-3 (Title IX and Sexual Misconduct) or the University's policy prohibiting sexual harassment

and discrimination is encouraged to contact Equal Opportunity Report and Response (EORR) by emailing report-it@uwyo.edu or calling 307-766-5200.

The University of Wyoming does not discriminate on the basis of sex in its education programs and activities, consistent with Title IX that requires it not to discriminate in such a manner. Persons seeking admission, employment, or access to programs at the University of Wyoming shall be considered without regard to race, color, religion, sex, national origin, disability, age, veteran status, sexual orientation, or political belief.

<https://www.uwyo.edu/reportit/>

[UW Equal Opportunity, Harassment, and Nondiscrimination Standard Administrative Policy and Procedure](#)

Civil Rights Discrimination:

[UW Regulation 4-2 \(Discrimination and Harassment\)](#)

[Equal Opportunity, Harassment, and Nondiscrimination Policy and Procedures](#)

Sexual Misconduct:

[UW Regulation 4-3 \(Title IX and Sexual Misconduct\)](#)

[Equal Opportunity, Harassment, and Nondiscrimination Policy and Procedures](#)

Violence in the Workplace:

[UW Regulation 4-4 \(Violence in the Workplace\)](#)

[Investigative Guidelines for UW Regulation 4-4 \(pdf\)](#)

Other Policies:

[UW Regulation 4-1 \(Equal Education and Employment Opportunity\)](#)

[Fairness at UW](#)

[Breastfeeding Policy](#)

[Equal Access to Restrooms](#)

[Service and Assistance Animal Policy](#)

Compliance with laws and policies: All members of the UW community will comply with applicable laws, regulations and university policies. In addition to the UW Regulations and documents listed above, there are a number of other UW policies that govern the ethical conduct of members of the UW community. Managers, supervisors, deans and department heads are responsible for teaching and monitoring compliance. Each employee is responsible for reporting possible violations as outlined in these policies.