

1. Title

Statement of U.T. System Values and Expectations

2. Rule and Regulation

Sec. 1 Purpose.

This Rule outlines the general values to be adopted and embraced by all U.T. System officers and employees to ensure that The University of Texas System maintains its reputation as a system that strongly values integrity and requires all operations to be conducted with accountability, transparency, and respect.

The Rule is not a comprehensive guide to all matters of conduct or ethics. Officers and employees are expected to use common sense and best judgment in all situations.

Sec. 2 Compliance with Laws and Policy.

In addition to the expectations outlined below, U.T. System officers and employees are expected to comply with all applicable federal, state, and local laws as well as applicable rules and policies. To the extent provided by applicable law, no person shall be excluded from participation in, denied the benefits of, or be subject to discrimination under, any program or activity sponsored or conducted by The University of Texas System or any of the institutions, on the basis of race, color, national origin, ethnicity, religion, sex, age, veteran status, or disability.

Sec. 3 Minimum Expectations.

3.1 Trust and Credibility. The success of The University of Texas System is dependent on maintaining the trust and confidence earned from students, patients, faculty, staff, elected leaders, and members of the public. Trust and confidence are gained by adhering to commitments, displaying honesty and integrity, and reaching goals solely through diligence and honorable conduct.

3.2 Respect for the Individual. The University of Texas System and the Board of Regents are committed to

creating an environment where all U.T. System officers and employees are treated with dignity and respect.

3.3 Culture of Open and Honest Communication. Managers have a responsibility to create an open and supportive environment where employees understand the importance and value of raising and responding to concerns about potentially questionable or unethical behavior.

3.4 Setting the Tone. U.T. System leadership including the Chancellor, the institution presidents, and the members of the Board of Regents, has the added responsibility for demonstrating, through actions and leadership, the importance of the expectations described in this Rule. The Chancellor and the presidents must be responsible for promptly and appropriately reviewing questions or concerns about ethical behavior raised by employees or others and for taking appropriate and timely steps to address any problems identified.

3. Definitions

None

4. Relevant Federal and State Statutes

The United States Constitution, [14th Amendment](#)

Title IX of the Education Amendments of 1972, [20 U.S.C. §1681](#) et seq., and its implementing regulation at [34 C.F.R. Part 106](#), which prohibit discrimination on the basis of sex

Section 504 of the Rehabilitation Act of 1973, [29 U.S.C. §794](#), and its implementing regulation at [34 C.F.R. Part 104](#), which prohibit discrimination on the basis of disability

The Uniformed Services Employment and Reemployment Rights Act, [38 U.S.C. §4301](#) et seq., and its implementing regulation at [20 CFR Part 1002](#), which prohibit discrimination based on veteran status

Title VI of the Civil Rights Act of 1964, [42 U.S.C. §2000d](#) et seq. and its implementing regulation at [34 C.F.R. Part 100](#), which prohibit discrimination on the basis of race, color, or national origin.

Title VII of the Civil Rights Act of 1964, [42 U.S.C. §2000e](#) et seq. and its implementing regulation at [29 C.F.R. Part 1601](#), which prohibits employers from discriminating on the basis of sex, race, color, national origin or religion

The Age Discrimination Act of 1975, [42 U.S.C. §6101](#) et seq., and its implementing regulation at [34 C.F.R. Part 110](#), which prohibit discrimination on the basis of age

Title II of the Americans with Disabilities Act of 1990, [42 U.S.C. §12132](#), and its implementing regulation at [28 C.F.R. Part 35](#), which prohibit discrimination on the basis of disability

5. Relevant System Policies, Procedures, and Forms

Regents' *Rules and Regulations*, [Rule 10801](#) – Policy on Transparency, Accountability, and Access to Information

Regents' *Rules and Regulations*, [Rule 30103](#) – Standards of Conduct

Regents' *Rules and Regulations*, [Rule 30104](#) – Conflict of Interest, Conflict of Commitment, and Outside Activities

6. System Administration Office(s) Responsible for Rule

Office of the Chancellor

7. Dates Approved or Amended

[Regents' Rules Revision History](#)