



Excellence, Respect, and Integrity

Guiding Principles for  
UNF's Statement of Ethical Conduct

Presented by Joann Campbell  
AVP and Chief Compliance Officer

While we may not share the same background, political views, or religious beliefs, we are all committed to a set of core values.

They require us to exemplify the highest standards of ethical and moral behavior and to abide by an uncompromising code of integrity – and they are non-negotiable.

These are not just things we do – they represent who we are.  
*(Shawn Turner)*

# President Szymanski's Cultural Direction

(10/11/18 Presentation to BOT)

- **Values**

- Integrity
- Respect
- Care
- Kindness

- **Culture**

- Excellence
- Inclusion
- Innovation
- Team
- Wellness

# UNF's Statement of Ethical Conduct

- Supports President Szymanski's vision, values, and culture
- Promotes the welfare and positive engagement of individuals within and across the UNF community
- Emphasizes personal responsibility and accountability
- Upholds the public's trust and confidence, by following
  - Laws, Regulations, Policies and Procedures
  - High Standards of Ethical Behavior
- Outlines expectations for achieving and maintaining an organizational culture that affirms our stewardship responsibilities

# Behaviors and Actions which are Inconsistent with our Statement of Ethical Conduct

- Abuse of Power
- Bullying
- Conflict of Commitment
- Conflict of Interest
- Financial Irregularity
- Fraud
- Kickbacks
- Misconduct
- Misuse of Resources
- Misstatement or Misuse of Facts
- Patronage/Nepotism
- Plagiarism
- Respect for Privacy/Confidentiality
- Special Treatment
- Theft

# Hypothetical Situations...

- A colleague who is running a business while on the UNF clock.
- A colleague who is stealing supplies.
- A colleague whose attendance is marginal at best, but who never seems to get chastised.
- A colleague who is teaching at the community college in town.
- A colleague who accepts lunches and dinners from a department vendor.
- A supervisor who requires personal work to be done by staff.
- A colleague who submits receipts for travel and expense reimbursements which are suspect.
- A supervisor who says hateful and hurtful things to another colleague.
- Others?

To raise a concern .... Or not...

**That is the question!**

# Do The Right Thing!

- If you have a concern regarding potential or suspected unethical, immoral, or illegal activity – Please Speak Up
- See Something – Say Something
- Excellence, Respect, Integrity – a collective responsibility



# Options for Reporting Unethical or Unacceptable Behavior or Actions

- Your Supervisor(s)
- Chief Compliance Officer: Joann Campbell, [jcampbel@unf.edu](mailto:jcampbel@unf.edu); #2258 or
- Compliance Office: [compliance@unf.edu](mailto:compliance@unf.edu)
- Chief Audit Executive: Julia Hann, [julia.hann@unf.edu](mailto:julia.hann@unf.edu) ; #3953 or
- Internal Audit office: [internal.audit@unf.edu](mailto:internal.audit@unf.edu)
- Ethics Officer: Marc Snow, [msnow@unf.edu](mailto:msnow@unf.edu); #2866
- UNF Hotline: [www.lighthouse-services.com/UNF](http://www.lighthouse-services.com/UNF); (844)401-0004

Questions?

Thank You