

Section 6 Subject 6.1	Institutional Compliance General	11/01/95-Originated 12/21/07-Reviewed w/ changes 04/16/02-Reviewed w/o changes Institutional Compliance -Author
Policy 6.1.11	Code of Ethics	

Code of Ethics

Policy

Faculty and employees of UTMB may not have a direct or indirect interest, financial or otherwise, of any nature that is in conflict with the proper discharge of the employee's duties. Faculty and employees shall timely furnish such written disclosures as may be required by state and federal authorities or by UT System requirement.

Standards of Conduct

- No employee shall accept or solicit any gift, favor, or service that might reasonably tend to influence the employee in the discharge of his or her official duties or that the employee knows or should know is being offered with the intent to influence his or her official conduct.
- No employee shall intentionally or knowingly solicit, accept, or agree to accept any benefit for having exercised his or her official powers or performed his or her official duties in favor of another.
- No employee shall accept employment or engage in any business or professional activity which the employee might reasonably expect would require or induce the employee to disclose confidential information acquired by reason of his/her official position.
- No employee shall disclose confidential information gained by reason of his/her official position, or otherwise use such information for his/her personal gain or benefit.
- No employee shall transact any business in his/her official capacity with any business entity of which the employee is an officer, agent, or member, or in which the employee owns a substantial interest.
- No employee shall make personal investments which could reasonably be expected to create a substantial conflict between the employee's private interest and the public interest.
- No employee shall accept other employment or compensation which could reasonably be expected to impair the employee's independence of judgment in the performance of the employee's

Standards of

public duties.

UTMB HANDBOOK OF OPERATING PROCEDURES

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Subject 6.1	General	12/21/07-Reviewed w/ changes
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Conduct, continued

- Sexual harassment and sexual misconduct are unacceptable behaviors. Such unacceptable behavior includes verbal or physical conduct of a sexual nature. Incidents of sexual harassment or sexual misconduct should be reported in accordance with Policy 3.2.4, *Sexual Harassment*.

Violations

There are consequences for failing to comply with conflict of interest laws, rules, or policies. State law requires that appropriated money may not be used to compensate an employee who violates the standards of conduct. Failure to comply with the standards of conduct discussed above is grounds for disciplinary action by UTMB, including termination of employment. Additionally, civil and criminal penalties may apply under certain circumstances.

Reference

Policy 2.6.5 Acceptance and/or Solicitation of Gifts or Benefits from Vendors
Policy 6.1.12 Conflict of Interest and Commitment Policy
UTMB Standards of Conduct Guide
http://intranet.utmb.edu/compliance/SOCG_2005_3rdEd/SOC_Guide_2005.pdf
Texas Government Code §572.051.
UTMB's *Ethics and The University of Texas Medical Branch* brochure.