

# COLORADO STATE UNIVERSITY SYSTEM

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## Policy and Procedures Manual

SUBJECT: GOVERNANCE

Policy 107: CSUS Board Code of Ethics Policy

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### Board Policy

A constitutional amendment adopted by the voters of Colorado, statutory provisions, and Executive Orders issued by Governors of Colorado require all personnel within departments and agencies of State government to abide or be guided by an ethical Code of Conduct. The Board has established this code as a guide to the conduct of CSUS personnel. Under its terms, members of the CSUS Board of Governors and CSUS employees:

- Serve the public with respect, concern, courtesy, and responsiveness;
- Demonstrate the highest standards of personal integrity, truthfulness, and honesty, and inspire, through personal conduct, public confidence and trust in government;
- Do not use public office to bestow preferential treatment on family members, social acquaintances, and/or business associates;
- Do not disclose, use, or allow others to use confidential information acquired through State employment or service for private gain;
- Do not accept or allow any compensation – other than from established salary and benefits – gift, payment of expenses, or any other object of value 1) to bias or influence the faithful and impartial discharge of assigned duties and responsibilities, or 2) accept the same as a reward for official action(s) taken;
- With the exception of the Board Members, do not engage in outside employment without 1) disclosing it in accordance with established procedures and arranging to manage any and all actual, potential, or perceived conflicts of interest, and 2) certifying the absence of any interference with or interruption of assigned duties and responsibilities;
- Do not use State time, property, equipment, or resources for private purposes or gain;
- Do not knowingly engage in any activity or business creating an actual, potential, or perceived conflict of interest likely to undermine public confidence and trust in government without strict adherence to disclosure rules concerning conflict of interest;

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- Fulfill all assigned duties and responsibilities as public servants and expose corruption and impropriety in government whenever observed;
- Support equal access and employment opportunities and value diversity in State government for all citizens of Colorado; and
- Be guided by the standards of conduct set forth in the State of Colorado Standards Of Conduct, CRS. 24-18-101 *et seq.*;
- To the extent applicable, all CSUS Officers and government employees shall comply with the requirements of Article XXIX of the Colorado Constitution, "Ethics in Government" (See: Amendment 41 approved by the Colorado voters on November 7, 2006, effective January 1, 2007).

History: Policy and Procedures Manual effective October 4, 2013 by Board Resolution Amended August 2, 2017 by Board Resolution