

Florida Atlantic University

Regulation 5.011

University Ethics

(1) Code of Ethics & Standards of Conduct. Ethical conduct and decision-making by University employees are material components of the University's Compliance and Ethics Program. All employees are expected to perform their duties and responsibilities with integrity and accountability to the highest ethical standards. Employee ethics are governed by the Florida Code of Ethics for Public Officers and Employees, Chapter 112, Part 3, F.S. (Code of Ethics) and the University's regulations and policies, including without limitation this University Ethics regulation and the University's Standards of Conduct. The Code of Ethics declares that it is the policy of the state that no state employee may have any interest, financial or otherwise, direct or indirect; engage in any business transaction or professional activity; or incur any obligation of any nature which is in substantial conflict with the proper discharge of his/her duties in the public interest. The University's Standards of Conduct, as established by the University President or designee, sets forth additional ethical principles to govern business dealings by and within the University community.

(2) Conflicts of Interest & Conflicts of Commitment. Conflicts of interest and conflicts of commitment must be avoided in conducting University business or outside activities. Conflicts may arise by virtue of business, personal or financial relationships.

(A) Purchasing. Transactions relating to expenditure of public funds require the highest degree of public trust. No University employee may rent, lease or sell any goods, services or realty to the University, either directly or indirectly, from any business entity of which the employee or the employee's spouse or child is an officer, partner, director, or proprietor, or in which the employee or the employee's spouse or child, or any combination of them, has a material interest. No University employee who participates through decision, approval, recommendation or preparation of any part of a purchase request or who influences the content of any specification or procurement standard, may contract with or become the agent contracting with University. The University reserves the right to refrain from contracting with any vendor of goods or services, if it determines that such a contract would involve or would appear to involve a conflict of interest.

(B) Outside Activities. No University employee may have outside employment or a contractual relationship with any business entity which is doing business with the University, whether compensated or uncompensated, which would create a continuing or frequently recurring conflict between private interests and the full and faithful performance of the employee's public duties or burden or interfere with the employee's primary obligations

and commitments to the University. University employees shall report outside activities, including financial interests of themselves and certain relatives, for conflict review and approval in accordance with applicable law and University policies and regulations.

- (C) Gifts. No University employee may solicit, agree to accept, or accept anything of value, including gifts, loans, rewards, promise of future employment, favor or service the employee knows or should have known that it was given to influence the judgment or official action of the employee or in connection with any contract for commodities or services.
 - (D) Faculty Produced Books and Materials. Textbooks and instructional materials shall be implemented and selected in accordance with Section 1004.085, F.S, Florida Board of Governors Regulation 8.003, FAU Regulation 3.004 and procedures designated by the Office of Academic Affairs.
 - (E) Exemptions. Certain transactions and business relationships may be exempted or waived from certain conflicts as set forth in the Code of Ethics.
- (3) Unauthorized Compensation. University employees, their spouses and minor children may not accept any compensation, payment, or thing of value when they know, or should know, that it is given to influence a vote or other official action.
- (4) Misuse of Public Position. University employees may not use or attempt to use their official position or any property or resource that is within his or her trust to obtain special privilege, benefit, or exemption for themselves or others.
- (5) Disclosure or Use of Information. University employees (including former employees) may not disclose or use information not available to the public and obtained by the reason of their position for their personal benefit.
- (6) Political Activities. University employees may not use their position to interfere with an election, to command, coerce, or advise any other employee to contribute towards any political purpose, advise where he or she might purchase commodities or interfere in any other way with the personal right of employees, or participate in any political campaign for an election while on duty.
- (7) Use of University Name and Symbols. No employee shall claim to represent the University or use University letterhead or the University seal, logos, or other marks in connection with any outside employment or activity, unless authorized in writing to do so, by the University President or the President's representative.

(8) Disciplinary Actions. University employees who have violated these ethics standards are subject to disciplinary action. . No disciplinary action will be taken for any employee that reports, in good faith, an alleged ethical violation.

Specific Authority: Article IX of the Florida Constitution, Section 1001.706 and. Chapter 112, Part III, F.S., Florida Board of Governors Regulation 1.001. History– New 11-11-87, Formerly 6C5-5.013. Amended 04-08-2025.