

CODE OF ETHICS POLICY

As integral members of the Schreiner University team, employees are expected to accept certain responsibilities, adhere to acceptable academic principles in matters of professional conduct, and exhibit a high degree of personal integrity at all times. Such behavior involves sincere respect for the rights and feelings of others and willingness to refrain from any behavior that might be harmful to themselves, their coworkers, and/or Schreiner University. Faculty are protected by academic freedom as outlined in the Faculty Manual.

An employee's conduct, on or off duty, reflects on Schreiner University. Employees are consequently encouraged to observe the highest standards of ethics and professionalism at all times.

These guidelines are intended to provide an overarching general statement that supplements but does not replace existing published university policies and codes. Other published university policies and codes provide specific guidance and should be used whenever appropriate.

Employees are encouraged to report all concerns and violations of policies or codes to their immediate supervisor, departmental Vice-President, Director of Human Resources or the President of the University. It is expected that these well-established venues will continue to provide the means for addressing all, or nearly all, concerns regarding conduct. However, if an employee experiences or observes what he or she believes is unethical or illegal behavior and feels he or she has exhausted all other reporting avenues, the employee should utilize the Campus Conduct Hotline®. Information regarding the Campus Conduct Hotline® will be provided to all employees during orientation and can also be obtained on the Campus Intranet or the Office of Human Resource.