

Tufts University Code of Conduct for Faculty and Staff February 2013 (most recent version)

Tufts University is committed to the highest standards of academic integrity and business ethics, as it seeks to improve the human condition through education and discovery. We recognize an obligation to comply with professional standards, legal and regulatory requirements, and our own policies and procedures. The University is the recipient of research funds and donations from various agencies and contributors. We owe it to our colleagues, our students, their parents, and Tufts' supporters and sponsors to act responsibly and properly manage the institution's resources which are entrusted to us and for future generations. In all academic, research and administrative activities, members of the Tufts community and parties acting on behalf of the University are expected to conduct themselves honestly and with the utmost integrity, guarding these resources from misappropriation, misuse or waste. Tufts University operates in a heavily regulated environment and failure to comply with certain laws and regulations can result in significant adverse consequences including fines, loss of funding, and negative publicity. Accordingly, all members of the Tufts community are expected to comply with federal, state, and local laws and regulations that govern academic and administrative activities. Any perceived conflicts of interest are to be promptly addressed to ensure they do not adversely affect the integrity of the institution.

Tufts University takes great pride in the diversity of its community and respects individual rights. It seeks to uphold these rights through respect, equal treatment and honest dealing. It expects equal treatment and tolerance for differing viewpoints regardless of an individual's race, color, national and/or ethnic origin, age, religion, disability, sex, sexual orientation, gender, gender identity and expression (including a transgender identity), veteran status, genetics, and any other characteristic protected under applicable federal and state law. Workplace harassment of any kind will not be tolerated whether it is sexual, racial, or based on religious or political beliefs.

Tufts University recognizes the importance of effectively communicating and reinforcing its ethical standards for conducting academic and administrative activities. Specific expectations are conveyed in the Business Conduct Policy and the policies and procedures adopted at each of Tufts' schools, centers and divisions. Training is provided to faculty and staff concerning the proper use of institutional resources, compliance with regulatory requirements, and policy updates. Policies governing research integrity are communicated by the Office of the Vice Provost on its website and through various training venues.

Members of the Tufts community will seek assistance from appropriate administrative organizations such as the Office of the Dean at each school, Human Resources, the Office of Equal Opportunity, the Finance Division, Audit & Management Advisory Services, the Office of the Vice Provost, and University Counsel when in doubt concerning the propriety of a proposed activity. Tufts University has established an online system that enables faculty and staff to anonymously report financial irregularities, non-compliance with policies and regulations, safety issues, and instances of discrimination or sexual harassment. Web access to this reporting system is available via links located on several Tufts University websites, including the home pages of Audit & Management Advisory Services, the Finance Division, the University Police Department, and the Office of Equal Opportunity.