

Ethics and Business Conduct Statement

It is Southwestern University's longstanding practice to expect and maintain the highest standard of business and ethical conduct. This Statement encompasses compliance with all laws, regulations, and University policies. It is also a University expectation for all its constituents as it relates to the many aspects of the respective academic and administrative work performed, as well as the University's operations, goals and principles. This Statement is intended to augment, generally summarize and emphasize the University's commitment to ensure such conduct consistent with this Statement. It is consistent with existing University policies, practices, and statements, including without limitation, those relating to: 1) respect for all individuals and property; 2) academic freedom; 3) maintaining a culture of trust, credibility and open communication; 4) avoiding conflicts or other activity that would impair or violate the University's high standards and goals; and, 5) protecting the University's uncompromising values. This Statement is also intended to be used as a guide in all situations that may not currently be covered by an existing policy or for the implementation of additional future policies.

These policies and standards are, in part, enforced by our Whistleblower Policy and Confidential Hotline process and apply to all members of the Southwestern community. Any violation will result in the appropriate disciplinary action being taken. For more information, you may contact the Chief Human Resources Officer for the University, the Associate Vice President for Human Resources.

Implemented and Effective, March 1, 2007