



BOARD OF TRUSTEES POLICY	
Policy Type: Executive Limitations	
Policy Title: Organization Culture	
Policy Number: EL-09	
Date Adopted: 11/11/19	
Version: 2.0	
Date Last Reviewed: 1/11/21	
Office Responsible: President's	
Reviewing Committee: Board of Trustees	

Governance Process	Ends
Board-President Delegation	Executive Limitations

The President shall not permit an organizational culture that lacks a high degree of integrity at all levels of the organization.

Further, without limiting the scope of the above by the following list, the President shall not:

1. Operate without an enforced internal Code of Conduct, of which all employees are made aware, that clearly outlines the rules of expected behavior for employees.
2. Permit employees and others to be without a mechanism for confidential reporting of alleged or suspected improper activities, without fear of retaliation.
3. Cause or allow research involving either human subjects or animals that does not adhere to generally accepted ethical principles and policy.
 - 3.1. Permit potential researchers to be without readily available guidelines for ethical research and assistance in identifying and solving ethical problems.
 - 3.2. Permit research that has not been subject to independent ethical review.

Date Of Change	Version	Description of Change	Responsible Party
11.11.19	1.0	First release following Policy Governance consulting work.	Chief of Staff
1.11.21	2.0	Edits following work on monitoring report with consultant	Chief of Staff