Ethics
Quick Reference Guide

“Our commitment to excellence as an institution extends to all aspects of our educational, research and public service mission. As stewards of the University’s finances, assets, resources, and public image, it is important that we conduct ourselves with honesty and integrity. As Boise State University employees, the way in which we act impacts Boise State University’s reputation with employees, students, public officials, the community, and citizens of Idaho. We are challenged as an organization to make choices wisely and to avoid even the appearance of impropriety. Working together, we will continue to uphold the standards of excellence that define our institution.” - President Bob Kustra

Ethics and Core Values:
The Ethical standards of Boise State are supported by the Shared Values and Code of Conduct. The Standards of Conduct are established by State Statutes, State Board of Education policies and University policies and procedures. While laws and policies governing certain actions may change from time to time, our core values remain constant. Our reputation is critical to our success, and our actions determine what that reputation will be. Our core Values are academic excellence, caring, citizenship, fairness, respect, responsibility, and trustworthiness. All employees and agents acting on behalf of Boise State University and are expected to adhere to these values and standards. These are guides to help make ethical decisions. The ultimate decision to be ethical is each individual’s responsibility.

Results of Ethics and Fair Treatment in the Workplace:
- Reduced number of workplace lawsuits
- Increased employee commitment
- Increased work satisfaction
- Increased citizenship

Compliance and Ethics
It is not always clear which decisions are ethical and which are not. In many cases we use the law as a benchmark to determine if a behavior is ethical. Ethical business behavior is in compliance with the law, University policies, Shared Values, and Standards of Conduct. Simply obeying a law does not make you an ethical person. Laws and ethics may not always agree. Something can be legal but not right and something can be right, but not legal. Ethics means making decisions for what you stand for and what your organization stands for. Here are three considerations when evaluating ethics in the workplace.
- Compliance with laws, rules, and regulations
- Adherence to core values and principles
- Perceptions and impressions of ethical behavior

No Retaliation
An employee may not retaliate against any individual involved in the investigation of a complaint, including witnesses. Retaliation can include: poor work assignments, discipline for issues you let go before, avoidance, cold shoulder. If you need to discipline an employee who has made a complaint, coordinate with Human Resource Services.