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# RPM 2.18: Guiding Principles

Regents of the University of New Mexico

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# Regents' Policy Manual - Section 2.18: Guiding Principles

Adopted Date: 08-14-2015

## Applicability

These guiding principles serve to direct and guide ethical conduct.  They apply to all members of the University community: Regents, executive officers, faculty, staff, student employees, students, public and student members of University advisory boards and committees, and other volunteers serving in an official capacity.

## Policy

Integrity, trust, the pursuit and dissemination of knowledge, and public service are essential elements of the University's character and guide our decisions.  These and other elements of our character are reflected in the guiding principles.

All members of the University community are expected to maintain the highest standard of ethics as articulated in the guiding principles.  Our devotion to these principles at all times, under all circumstances, and in all our actions is key to our success as an institution and as individuals.

## Guiding Principles

### 1. Freedom of Inquiry

We encourage, protect, and respect the exploration of ideas and their free expression.

### 2. Integrity

We build trust through transparency, truthfulness, and responsibility.

### 3. Inclusiveness and Respect

We thrive in a diverse environment characterized by respectful regard for other persons, recognition of their dignity, and considered use of influence and power.

### 4. Responsibility to Community

We reflect upon our past, serve our present, and strive to improve our future through thoughtful stewardship of our cultures and environment.

## Implementation

The President shall ensure that all members of the University community are aware of the guiding principles, which are supported by existing policies and procedures.

## Related Policies

### 1. Freedom of Inquiry

- RPM Policy 2.1 ("Free Expression and Advocacy")

- RPM Policy 2.2 ("Speakers from Off Campus")

- UAP 2220 ("Freedom of Expression and Dissent')

- RPM 5.1 ("The Faculty's Role in the University's Academic Mission")

- Faculty Handbook Appendix 7 ("Statement on Extramural Utterances")

### 2. Integrity

#### *Codes of Conduct and Ethics*

- RPM 1.8 ("Regent Code of Conduct and Conflicts of Interest Policy")

- RPM 4.2 ("Student Code of Conduct")

- The Pathfinder ("Student Code of Conduct")

- Faculty Handbook D100 ("Dishonesty in Academic Matters")

- RPM 6.4 ("Employee Code of Conduct and Conflicts of Interest")

- UAP 3715 ("Code of Conduct")

- RPM 2.8 ("Visitors to the University")

- The Pathfinder ("Visitor Code of Conduct")

- HSC Code of Ethics

#### *Research*

- Faculty Handbook E40 ("Research Misconduct")

- Faculty Handbook E90 ("Human Beings as Subjects in Research")

- Faculty Handbook E100 ("Policy Concerning Use of Animals")

- Faculty Handbook E110 ("Conflicts of Interest in Research')

- Faculty Handbook E120 ("Effort Reporting Policy")

#### *Grievance Procedures and Dispute Resolution*

- RPM 4.3 ("Student Grievances")

- Faculty Handbook D175 ("Student Conduct and Grievance Procedures")

- Faculty Handbook D176 ("Graduate Student Grievance Procedures")

- Faculty Handbook C07 ("Faculty Disciplinary Policy")

- UAP 3215 ("Performance Management")

- RPM 6.10 ("Dispute Resolution and Employee Grievances")

- UAP 3220 ("Ombuds/Dispute Resolution Services for Staff")

### *Reporting Misconduct*

- UAP 2200 ("Whistleblower Protection and Reporting Suspected Misconduct and Retaliation")

- UAP 7205 ("Dishonest or Fraudulent Activity")

## 3. Inclusiveness and Respect

### *Diversity*

- RPM 2.4 ("Diversity and Campus Climate")

### *Sexual Harassment*

- RPM 2.5 ("Sexual Harassment")

- UAP 2730 ("Sexual Harassment")

- UAP 2740 ("Sexual Violence and Sexual Misconduct")

### *Respectful Campus*

- UAP 2240 ("Respectful Campus")

- Faculty Handbook C09 ("Respectful Campus") *Includes procedures for reporting and investigating complaints of faculty bullying*

### *Equal Opportunity*

- RPM 2.3 ("Equal Opportunity and Affirmative Action for Employees and Students")

- UAP 2720 ("Equal Opportunity, Non-Discrimination, and Affirmative Action")

- UAP 2310 ("Academic Adjustments for Students with Disabilities")

- UAP 3110 ("Reasonable Accommodation for Employees with Disabilities")

- UAP 2295 ("Service Animals")

## 4. Responsibility to Community

- RPM 2.10.1 ("Historic Preservation")

- UAP 5020 ("Historic Preservation")

- UAP 2100 ("Sustainability")