

## **Brock University Code of Conduct**

### **Preamble:**

Brock University's Code of Conduct (the Code) is consistent with the University's stated strategic priority of practising accountability, transparency, fiscal responsibility, and stewardship. The Code is not intended to alter, add to, take anything from, or otherwise supersede any collective agreement provisions between the University and its unions. In the event that any provision of the Code is found to be inconsistent with the provisions of a collective agreement, the collective agreement will prevail. Additionally, the Code is not intended to alter or supersede any University Policy or program.

### **Values:**

Brock is committed to seven core values that inform and strengthen our actions:

Integrity and respect | Freedom of thought and expression coupled with academic responsibility | Unique student experience | Innovation | Accountability and stewardship | Sustainability | Generation and mobilization of knowledge

### **Commitment:**

All employees of Brock University:

1. will fulfill their obligations (including fiduciary obligations where appropriate) to the University in accordance with University policies, procedures and collective agreements;
2. will act respectfully, honestly, fairly, ethically and with integrity in accordance with University policies, procedures and collective agreements ; and will-not engage in or accept from others any form of abuse, and harassment;
3. will help create and maintain a culture of high ethical standards and commitment in compliance with relevant policies, procedures and applicable collective agreements;
4. Where it is expressly prohibited by applicable University policies, procedures and collective agreements, will not use their positions or information acquired in the course of holding their positions for personal gain, the advantage of any other entity, or in a manner that would be detrimental to the University's interests in the context of the preamble to the Code;
5. Where it is expressly prohibited by applicable University policies, procedures and collective agreements, will not accept gifts or other benefits;
6. are committed to protecting the University's assets and information from loss, misuse and theft;
7. will respect the confidentiality of information expressly designated as confidential relating to the affairs of the University acquired in the course of

holding their positions, except when disclosure of such information is authorized or legally required, or when permitted under University Policies or collective agreements;

8. will comply with all applicable laws, as well as, University policies, procedures and applicable collective agreements.
9. will cooperate with investigations as may be required by and consistent with relevant collective agreements and University policies.

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