

07.01 Ethics

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Policy Statement

The responsibility for educating and training the future leaders of the state and nation carries with it the duty to adhere to the highest ethical standards and principles. The Board of Regents (board) of The Texas A&M University System (system), therefore, promulgates the following ethical principles and standards to ensure that the board members and all persons employed by the system, regardless of rank or position, are held to the highest ethical standards.

Reason for Policy

This policy sets the tone throughout the system that promotes integrity-rich behavior, ethical conduct beyond reproach and a commitment to compliance. Additionally, Texas Government Code, Section 572.051 requires all state agencies to adopt a written ethics policy consistent with the standards set forth therein.

Procedures and Responsibilities

1. PRINCIPLES OF ETHICAL CONDUCT

Board members and system employees shall conduct themselves in a manner that strengthens the public's trust and confidence by adhering to the following principles:

- (a) honesty, accountability, transparency, respect and trust;
- (b) integrity of the highest caliber;
- (c) conduct that is indisputable and beyond reproach;
- (d) openness and fairness; and
- (e) commitment to compliance.

2. CODE OF ETHICAL CONDUCT

Board members and system employees:

- (a) shall be honest and ethical in their conduct and the performance of their duties;
- (b) shall adhere to all applicable local, state and federal laws and regulations, system policies and regulations, and member rules and procedures;
- (c) shall protect and conserve system resources and shall not use them for unauthorized activities;
- (d) shall endeavor to avoid any actions that would create the appearance that they are violating the law, system policies and regulations or member rules and procedures;
- (e) shall not hold direct or indirect financial interests or other interests that are in conflict with the conscientious performance of their official duties and responsibilities;
- (f) shall not engage in any financial transaction in order to further any private interest using nonpublic information which they obtain in the course of their employment;
- (g) shall not make unauthorized commitments or promises of any kind purporting to bind the system;
- (h) shall not use their public offices for private gain;
- (i) shall act impartially and not give preferential treatment to any private or public organization or individual;
- (j) shall not act as agents for another person in the negotiation of the terms of any agreement relating to the provision of money, services, or property to the system or any of its members;
- ~~(j)~~(k) shall not engage in outside employment or activities, including seeking or negotiating for employment, that conflict with official duties and responsibilities, i.e., conflicts of commitment;
- ~~(k)~~ shall promptly disclose fraud, waste, abuse and corruption in accordance with System Policy 10.02, *Control of Fraud, Waste and Abuse*; ~~and~~
- ~~(m)~~ shall strictly adhere to all state and federal laws and regulations, system policies and regulations, and member rules and procedures regarding sexual harassment and equal opportunity for all persons regardless of race, color, religion, sex, national origin, age, disability, genetic information ~~or~~, veteran status, sexual orientation or gender identity; and
- (n) shall be subject to disciplinary action up to, and including, dismissal upon violation of any of the foregoing.

Related Statutes, Policies, or Requirements

Tex. Educ. Code § 51.9337

[Tex. Gov't Code § 572.051](#)

[System Policy 07.03, Conflicts of Interest, Dual Office Holding and Political Activities](#)

[System Policy 07.04, Benefits, Gifts and Honoraria](#)

[System Policy 08.01, Civil Rights Protections and Compliance](#)

[System Regulation 08.01.01, Civil Rights Compliance](#)

[System Policy 10.02, Control of Fraud, Waste and Abuse](#)

[System Policy 31.05, External Employment and Expert Witness](#)

[System Policy 33.04, Use of System Resources](#)

Member Rule Requirements

A rule is not required to supplement this policy.

Contact Office

~~Office of System~~ Ethics and Compliance Office
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