6.2 FACULTY ETHICAL OBLIGATIONS AND STANDARDS

On This Page
- 6.2.1 Oath or Affirmation of Allegiance
- 6.2.21 Academic Fraud
- 6.2.32 Ethical Standards and Obligations
- 6.2.43 Workplace Standards of Conduct

6.2.1 Oath or Affirmation of Allegiance

Pursuant to the mandate of Colorado Revised Statutes, §22-61-104, all Mines faculty and staff members who teach, with the exception of non-tenure track faculty and staff members who are employed to teach in a temporary capacity and are citizens of a nation other than the United States, are required to take the following oath or affirmation:

I solemnly (swear) (affirm) that I will uphold the constitution of the United States and the constitution of the state of Colorado, and I will faithfully perform the duties of the position upon which I am about to enter.

This oath or affirmation must be completed prior to the faculty or staff member’s commencement of teaching duties, in writing, and subscribed and sworn before a notary public or any other person authorized to administer oaths in the State of Colorado. The faculty or staff member’s employment is contingent upon satisfying this statutory requirement. A copy of the signed oath or affirmation will be retained in the employee’s personnel file.

6.2.21 Academic Fraud

All faculty members are professionally bound to adhere to the highest ethical standards and to foster ethical behavior in their students. In particular, academic fraud in its numerous forms, including, but not limited to, plagiarism, fabrication, and/or falsification of research data or results, cannot be tolerated and when suspected must be reported to the Department Head and the Provost. Research misconduct at Mines is governed by the Mines Policy for Research Integrity and Procedures for Addressing Research Misconduct, which has been promulgated by the Board and is set forth in Section 10.3. A complaint lodged against a faculty member alleging academic fraud of a type not covered by Section 10.3 shall be investigated and handled in the manner outlined in Section 11.1.
6.2.32 Ethical Standards and Obligations

The ethical obligations of an employee embody the spirit of the law, the values of Mines, and the highest levels of professional integrity. Specific expectations are defined in Sections A, B, C, and D below. A complaint lodged against a faculty member that alleges a violation of an obligation set forth below shall be investigated and handled in the manner outlined in Section 11.1.

Resources for reporting policy violations, or identifying potential ethical concerns are available to faculty through many avenues, including, but not limited to: Human Resources; Office of Legal Services; Compliance and Policy Office; and the appropriate Vice President’s office. Additionally, Mines’ Ethics Hotline is available to all Mines employees for anonymous inquiries or reporting. Mines’ does not tolerate retaliation against an employee for reports of misconduct.

A. **Ethical Standards for Colorado State Government Employees**

Mines adheres to the Code of Ethics for state employees promulgated by the Colorado General Assembly in Article 18 of Title 24 of the Colorado Revised Statutes, and Mines adopts the following specifics standards of ethical behavior for its employees:

1. Mines employees shall not use Mines employment to bestow any preferential benefit on anyone related to the employee by family, business, or close social relationship. [The topic of nepotism at Mines is also addressed in paragraph 6.2.3 D. below.]

2. Mines employees shall not disclose, use, or allow others to use confidential information acquired by virtue of Mines employment for private gain.

3. Mines employees shall not engage in outside employment unless the outside employment is disclosed to and approved by the employee’s immediate supervisor and the outside employment does not interfere with the performance of Mines duties. [The topic of faculty members engaging in additional professional work is also addressed in Section 6.4 below.]

4. Mines employees shall not accept any fee, compensation, gift, payment of expenses, or any other thing of monetary value under circumstances in which the acceptance may result in: (a) an undertaking to give preferential treatment to any person; (b) any loss of complete independence or impartiality; or (c) the making of an official decision outside official channels.

5. Mines employees shall not use Mines time, property, equipment, or supplies for private gain.
6. The holding of state employment is a public trust, and Mines employees must carry out their fiduciary duties for the benefit of the people of Colorado. A Mines employee who departs from their fiduciary duty is liable to the people of the state for such breach of the public trust and may be held responsible for repayment of funds. Departure from fiduciary duties may include fraud, mismanagement, embezzlement, and the unauthorized commitment of funds.

B. Unauthorized Use of Mines’ Name, Logo, Trademarks, or Seal
The name of Mines may not be used in connection with the private activities of any Mines employee, and no intimation may be given by a Mines employee that Mines has sanctioned any personal undertaking. Further, Mines letterhead, stationery, and business cards may not be used for personal endeavors, nor may the name of Mines, the Mines logo, Mines trademarks, or the official State of Colorado seal be used on personal stationery. However, direct dialing office telephone numbers may be shown on personal letterhead or stationery.

C. Personal Relationships
The subject of personal relationships between teachers and students and/or between supervisors and subordinates at Mines is governed by the Mines Amorous Relationships Policy, which has been promulgated by the Board of Trustees and is accessible at the online Policy library.

D. Nepotism
The subject of nepotism at Mines is governed by the Mines Nepotism Policy, which has been promulgated by the Board of Trustees and is accessible at the online Policy library.

6.2.43 Workplace Standards of Conduct

A. Standards for Colorado State Government Employees
Mines hereby adopts the following standards of workplace behavior for its employees:

1. Mines employees shall serve the public with respect, courtesy, and responsiveness.

2. Mines employees shall demonstrate the highest standards of personal integrity and honesty.

3. Mines employees shall expose corruption in State government wherever discovered.
B. **Prohibited Discrimination**

Mines prohibits sexual misconduct, and as well as discrimination and harassment on the basis of age, ancestry, creed, marital status, race, color, ethnicity, religion, national origin, sex (including gender-based stalking, intimate partner violence, non-consensual sexual contact, non-consensual penetration, sexual exploitation, and sexual harassment), pregnantcy and parenting status, gender, gender identity, gender expression, disability, sexual orientation, genetic information, veteran status, or military service within any of its education programs or activities (including admissions and employment). This prohibition applies to all students, employees, contractors, visitors, and volunteers. Mines has a separate policy prohibiting sexual harassment, sexual assault and interpersonal violence. These policies are promulgated by the Board of Trustees and are on the Board of Trustees and Human Resources policy web pages can be found in the Policy Library at https://www.mines.edu/policy-library/policy-prohibiting-sexual-misconduct-discrimination-and-retaliation/.

Pursuant to Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681, and 34 CFR Part 106, Mines does not discriminate on the basis of sex in any of its education programs or activities, including admissions and employment. All inquiries about the application of Title IX or Part 106-sexual misconduct, discrimination or harassment may be directed to Mines’ Title IX Coordinator: or the Assistant Secretary of Education, U.S. Department of Education, or both. The contact information for Mines’ Title IX Coordinator is the following:

Mines Title IX Coordinator
Office: Title IX House Office of Institutional Equity, 1706 Illinois Street, Golden, Colorado 80401
Email: titleix@mines.edu
Phone: 303.273.3260
Website: https://www.mines.edu/institutional-equity-title-ix/

C. **Minors on Campus**

Mines strongly supports the protection of minors on and off campus and has adopted a policy to protect minors on campus. See the Mines Policy on the Protection of Minors which is accessible at the online Policy library.

D. **Workplace Violence**

Mines prohibits workplace violence as defined in the Mines Workplace Violence policy accessible at the online Policy library.