

04.1200 Compliance and Ethics Program

04.1201 Compliance and Ethics Program. The Board is committed to a Compliance and Ethics Program that encourages ethical, honest, and lawful conduct at every level of the University of North Texas System; that promotes practices designed to prevent and detect violations of law and policy; and that prevents retaliation against individuals who make good faith reports of suspected wrongdoing. Accordingly, the Chancellor shall adopt a System Regulation that is consistent with Regents Rule 04.1100, *Reporting Suspected Wrongdoing*, and that is designed to establish an effective Compliance and Ethics Program. The System Administration and each Institution shall adopt policies and procedures that ensure implementation of the regulation.

04.1202 Program Requirements. At a minimum, the Compliance and Ethics Program shall require:

1. compliance standards and procedures reasonably capable of reducing the prospect of criminal activity;
2. oversight by high-level personnel, including timely informing the Board of material compliance violations, and informing the Board quarterly on the effectiveness of each Compliance and Ethics Program;
3. due care in delegating substantial discretionary authority;
4. mechanisms to encourage effective communication and education for all levels of employees;
5. reasonable steps to achieve compliance, to include systems for monitoring, auditing and reporting suspected wrongdoing without fear of retaliation, and periodic review of each Compliance and Ethics Program by the System Chief Audit Executive;
6. means for facilitating consistent enforcement of compliance standards including corrective and disciplinary mechanisms;
7. reasonable steps to respond to and prevent the reoccurrence of the same or similar criminal conduct and policy violations; and
8. practices and structures that encourage a culture committed to individual and organizational ethical conduct and compliance with the law and policy.

04.1203 Responsibility for Support and Resources. The Chancellor and Presidents shall be responsible for providing support and sufficient resources to ensure the effectiveness of the Compliance and Ethics Program.

04.1204 Board Review of Program. The Audit Committee of the Board shall review this Rule and the Compliance and Ethics Program System Regulation annually.

Adopted: February 26, 2016

Effective: February 26, 2016

Revised: