

Ethical Conduct

CUD upholds high standards of ethical conduct across all its operations, rooted in its [Core Values](#) of People, Respect, Integrity, Diversity, and Excellence (PRIDE). The University is committed to an academic environment built on honesty, abiding by legal and ethical standards. These values are fundamental elements driving the University's organizational culture and operations and supporting its Vision and Mission. Our commitment to these values are found in and consistently reinforced across all policies in the [CUD Policy and Procedure Manual](#), [Staff and Admin Handbook](#), and the [Student Handbook](#).

Ethical oversight is managed through designated roles and committees across the institution. For matters concerning integrity in research and scholarship, the relevant Dean serves as the initial point of contact for advice or inquiries. More serious or complex allegations may involve formal reviews designated by the Dean, potentially leading to adjudication overseen by the Vice President of Research and Excellence. The Director of Human Resources has a key role in addressing employment-related ethical concerns, including harassment and potential conflicts of interest, and serves as a reporting channel for suspected bribery or corruption if a supervisor is implicated. The Risk Management Policy establishes a Risk Management Audit Committee responsible for overseeing the risk spectrum, reporting to the Board of Trustees. The President holds ultimate responsibility for ensuring policies are applied rigorously and serves as the final point of appeal in grievance procedures.

Integrity in Research and Scholarship: CUD has a dedicated policy (IRSP), found in the [CUD Policy and Procedure Manual](#), emphasizing accountability, social responsibility, and respect for the dignity of persons in all scholarly activities. Key standards include:

- **Permission and Acknowledgement:** Using others' work (published or unpublished) requires due acknowledgment and permission. Confidential information from peer review must be protected.
- **Quality Assurance:** Honesty, accuracy, and rigor are expected in data handling and publication. Original data must be retained for at least five years.

- **Conflicts of Interest:** Potential or real conflicts (personal, financial, business) must be disclosed to supervisors, sponsors, and relevant parties. Examples include favoring outside interests for personal gain, inappropriate use of University resources or personnel, and misuse of privileged information. A separate Conflict of Interest policy also exists.
- **Financial Accountability:** Research funds must be used strictly for their intended purpose and according to University policies.
- **Protection of Third Parties:** Researchers must protect those indirectly affected by research from undue risk.
- **Power Imbalances:** Protection from coercion must be ensured for individuals with less power (e.g., students, junior staff).
- **Teaching and Learning:** Assertions of truth must stem from scholarly investigation, and respectful recognition of all individuals is mandatory.
- **Data Handling:** Original data must be preserved securely and confidentially for at least five years, used only for its original purpose, and accessible to co-researchers. Ownership is determined by agreement and CUD's IP policy.

Employment Ethics: The Employment Policy in the [CUD Policy and Procedure Manual](#) mandates Equal Employment Opportunity and explicitly commits to ethical labor practices, prohibiting forced labor, modern slavery, human trafficking, or child labor in operations and supply chains. This requires continuous monitoring, training, and due diligence. CUD also ensures equivalent rights and protections (fair wages, safe conditions, collective bargaining) for outsourced workers through assessments and audits of third-party partners.

Values and Policies Training: CUD recognizes its responsibility to promote a clear understanding of ethical standards and provides training and education based on these values at various levels. The Integrity in Research and Scholarship Policy explicitly states that the University will develop and deliver workshops on integrity issues for administrators, faculty, staff, and students. New employees receive induction and orientation covering the University's mission, values, and policies. The Non-Discrimination Policy in the [CUD Policy and](#)

[Procedure Manual](#), [Staff and Admin Handbook](#), and the [Student Handbook](#) commits to providing education and training programs to promote awareness of diversity and inclusion. Managers are also tasked under the [Anti-Corruption and Bribery policy](#) with ensuring their staff are familiar with ethical standards related to preventing corruption. Professional development opportunities for faculty and staff may also include ethics-related training.

Student Conduct: Students are expected to respect others' rights, maintain professional ethics, and display honesty. Unethical behavior includes misusing intellectual property, disseminating false information, inappropriate classroom behavior, and disrespect. All policies and procedures as they relate to students can be found in the [Undergraduate](#) and [Graduate Student Handbook](#).

Internal Reporting and Grievance Procedures: CUD provides clear internal systems for reporting ethical concerns and handling grievances, ensuring confidentiality and protection for whistleblowers. The Faculty and Professional Staff Grievance Policy (FSGP) in the [CUD Policy and Procedure Manual](#) outlines a formal, multi-step process for employees to address disputes concerning their employment (terms, conditions, working relationships). This procedure typically starts with an attempt at informal resolution with the immediate supervisor, followed by escalation to the Dean/Department Head, then the VPAA & Director of Human Resources, with a final appeal option to the President. For integrity issues in research and scholarship, procedures allow for both informal inquiries and formal reviews, with protection against reprisal explicitly stated. Similarly, the Anti-Corruption and Bribery Policy in the [CUD Policy and Procedure Manual](#) provides channels for reporting suspected activities (to a supervisor or HR Director) and guarantees protection against retaliation for reports made in good faith.