

IOWA COMMUNITY EXPECTATIONS

As members of the university community, each of us is responsible for creating an environment where faculty, staff, and students can learn, work, discover, create, and thrive. We commit to:

Treating all UI community members and visitors with respect

Modeling ethical behavior and business practices every day, in every aspect of our work

Embracing the commitment to diversity, equity, and inclusion that is fundamental to our mission

The university expects all faculty, staff, and students to meet standards of behavior grounded in UI values, including commitment to academic freedom and free speech. An academic institution has a duty to provide a forum in which differences of opinion are actively encouraged and facilitated, and where opinions and deeply held beliefs are challenged and debated.

UI CORE VALUES

Community: We foster an open, welcoming environment where all can collaborate and support each other.

Diversity: We recruit, retain, and advance a diverse community; build an inclusive, accessible campus; and ensure our policies and practices are equitable.

Excellence: We expect the best effort from ourselves and colleagues in all that we do, and continually seek to improve.

Integrity: We strive to align our words and our actions, and value the highest academic, personal, and professional ethics.

Learning: We believe growth and development are essential regardless of role, responsibility, or discipline.

Respect: We treat people in ways that acknowledge their perspectives and experiences.

Responsibility: We strive to be dependable, trustworthy, and accountable stewards of the legacies and resources entrusted to us.

Find UI Health Care core values at uihc.org/mission-vision-and-core-values.

KEY POLICIES

Understanding and adhering to the following policies will provide a foundation for your success at the UI (contact your HR representative for additional policy information):

Human Rights: Prohibits discrimination based on protected classifications and establishes options for complaints, sanctions, and appeals: opsmanual.uiowa.edu/community-policies/human-rights

Sexual Harassment: Prohibits unwelcome behavior of a sexual nature in work and academic settings: opsmanual.uiowa.edu/community-policies/sexual-harassment

Anti-Harassment: Prohibits severe, persistent, or pervasive conduct that interferes with work, education, on-campus living, or participation in university activities: opsmanual.uiowa.edu/community-policies/anti-harassment

Violence: Prohibits acts and threats of violence: opsmanual.uiowa.edu/community-policies/violence

Anti-Retaliation: Protects people who make good-faith reports of university-related misconduct: opsmanual.uiowa.edu/community-policies/anti-retaliation

Ethics and Responsibilities for UI Staff: Establishes standards for professional conduct, fairness, civility, compliance, information and data management, and stewardship: opsmanual.uiowa.edu/human-resources/ethics-and-responsibilities-university-iowa-staff

Professional Ethics and Academic Responsibilities: Describes faculty responsibilities to students, scholarship, colleagues, institution, and community: opsmanual.uiowa.edu/human-resources/professional-ethics-and-academic-responsibility

Conflicts of Commitment and Interest: Provides expectations and procedures to ensure that conflicts are avoided or disclosed and managed: opsmanual.uiowa.edu/community-policies/conflicts-commitment-and-interest

Conflict of Interest in Employment (Nepotism): Defines conflicts due to personal relationships and establishes disclosure and management processes: opsmanual.uiowa.edu/human-resources/conflict-interest-employment-nepotism

IOWA

University
Human Resources

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