

Colorado School of Public Health

Professionalism Statement

I. INTRODUCTION

The Colorado School of Public Health (ColoradoSPH) aims to promote the physical, mental, social, and environmental health of people and communities in the Rocky Mountain Region and globally. The mission is accomplished through collaborations in education, population-based research, and community service that bring together institutions, agencies, and diverse populations. ColoradoSPH is committed to excellence and innovation in professional, graduate and post-graduate education; scholarship and research; public health practice and advocacy; and societal leadership and engagement.

As part of our mission, we aim to build a diverse and representative academic community that recognizes the importance of social and economic justice in relation to health. ColoradoSPH is committed to building an inclusive, culturally competent institution that includes the environment, policies and procedures, faculty, staff, leadership, and student body. Professionalism is a core value of ColoradoSPH to ensure a safe, respectful, cooperative, and trusting environment.

ColoradoSPH is committed to promoting in all of its faculty, staff, post-doctoral fellows, residents and professional and graduate students a sense of professionalism and a desire to adhere to the highest professional standards. All faculty, staff, post-doctoral fellows, residents and students are expected to exhibit the highest standards of professional conduct and to avoid impropriety or the appearance of impropriety.

This professionalism statement exists to describe expectations and to provide links to established policies and processes within the Colorado School of Public Health and its affiliated academic institutions related to professionalism including, but not limited to, civil and courteous behavior; respect for learners, educators, supporting staff and professional colleagues; and open and honest communication.

II. PROFESSIONALISM POLICIES AND PROCEDURES

A. ColoradoSPH Professional and Graduate Students

The ColoradoSPH is comprised of programs in three separate universities (University of Colorado Anschutz Medical Campus, Colorado State University, and University of Northern Colorado) in different locations. It must be recognized that there must be collaboration and cooperation among the three campuses relative to primary policies and practices related to academic honor and conduct in the location where a course is delivered or where a conduct code violation occurs. However, it has been agreed upon by the administration at Colorado State University and The University of Northern Colorado that students enrolled in programs of the Colorado School of Public Health are

primarily subject to the policies and practices presented in the ColoradoSPH Student Academic Honor and Conduct Code, found at:

www.ucdenver.edu/academics/colleges/PublicHealth/resourcesfor/currentstudents/academics/Documents/PoliciesHandbooks/CSPH_Honor_Code.pdf.

B. ColoradoSPH Faculty, Staff, Post-Doctoral Fellows and Residents - University of Colorado Anschutz Medical Campus (CU Anschutz)

Administrative Policy Statement 2027 Code of Conduct (www.cu.edu/ope/aps/2027) states the university's commitment to upholding the highest ethical, professional, and legal standards, in accordance with the Board of Regents Regent Law Article 1D and Regent Policy 1C (<http://www.cu.edu/regents/policy-1c-principles-ethical-behavior>). This Code of Conduct is intended to: (i) implement Article 1 of the Laws of the Regents and Regent Policy 1.C; (ii) further define the expectations for university employees; and (iii) provide guidance on the resources available to guide ethical behavior. The Code identifies system-level policies that directly implement the Principles of Ethical Behavior, but this Code is not an exhaustive or comprehensive collection of all policies that effectuate these Principles. Each university employee bears responsibility to familiarize himself or herself with all policies, standards, laws, and regulations applicable to his or her position. All ColoradoSPH CU Anschutz faculty members, whether paid or voluntary, are considered university employees and are therefore subject to the Code of Conduct.

To privately and confidentially report a lapse in professionalism, or for consultation and assistance to any member of ColoradoSPH community at CU Anschutz (faculty, post-doctoral fellows, staff members, or students), please complete the Report Form found at www.ucdenver.edu/academics/colleges/medicalschoo/facultyAffairs/Professionalism/, contact the office at 303-724-4PRO (4776) or email Professionalism@ucdenver.edu.

For information on how the Office of Professional Excellence (formerly Office of Professionalism) responds to reported professionalism concerns: www.ucdenver.edu/about/departments/Professionalism/.

C. ColoradoSPH Faculty, Staff and Post-Doctoral Fellows - Colorado State University (CSU)

CSU is committed to providing an environment that respects the dignity and worth of every member of its community. See: <http://oeo.colostate.edu/discrimination-harassment-sexual-harassment-sexual-misconduct-domestic-violence-dating-violence-stalking-and-retaliation-policy>

Faculty are expected to follow professional standards for discourse and publication, to indicate when speaking on matters of public interest that they are not speaking on behalf of the institution, and to conduct themselves in a civil and professional manner consistent with the normal functioning of the University. See also: <http://facultycouncil.colostate.edu/faculty-manual-section-d/#D.3>

All CSU employees and volunteers, including faculty, staff and students, are mandatory reporters of any alleged violations of Title IX involving students.

<http://www.supportandsafety.colostate.edu/sexual-harassment>

The Office of Equal Opportunity at CSU handles reports of discrimination and harassment in employment or educational opportunity involving both students and non-students. <http://oeo.colostate.edu/>

Student-to-student discrimination and harassment may be reported directly to the Office of Conflict Resolution and Student Conduct Services.

<https://resolutioncenter.colostate.edu/conflict-resolution/>

The University Grievance Officer (UGO) is an independent university official who assists in the resolution of disputes involving faculty members or administrative professionals and their supervisors or other administrators. The UGO is responsible for resolution of specific *grievable* actions or decisions that faculty members or administrative professionals believe are unfair, unreasonable, arbitrary, capricious or discriminatory. See www.colostate.edu/faculty-and-staff/university-grievance-officer.

The University encourages employees to act to resolve disagreements or misunderstandings which may arise in the course of employment. If it is not possible to resolve concerns through informal discussion among the individuals involved, the employee may pursue resolution through the appropriate grievance/appeal procedure. See www.hrs.colostate.edu/employee-relations/sc-grievance-procedure.html.

D. ColoradoSPH Faculty, Staff and Post-Doctoral Fellows - University of Northern Colorado (UNC)

All faculty members are expected to uphold the highest standards of ethical and legal conduct in accordance with the Board of Trustees Board Policy Manual (http://www.unco.edu/trustees/Policy_Manual.pdf), particularly 2-3-602 Professional Ethics and 1-1- 508 Equal Opportunity.

There are many ways to share concerns about professionalism issues at UNC. UNC faculty, students, and staff may call the Dean of Students office at (970) 351-2796 or visit the office, which is located on the third floor of the University Center across from the Panorama Room.

Anyone who has experienced or witnessed bias-motivated behavior can learn more about the UNC Bias Response Process at <http://www.unco.edu/biasresponse/>. There are three ways to report a bias-related incident that the student, faculty or staff member has witnessed or experienced:

- Contact the Dean of Students Office / Office of Student Rights and Responsibilities at (970) 351-2001
- Visit this office in person at Decker Hall, across from Tobey-Kendel Dining Hall
- Submit an online report through “Share a Concern” at www.unco.edu/biasresponse/.

Anyone concerned about the health or safety of a student may also contact the UNC Response Team by completing an online Health and Safety Referral Form at <https://cm.maxient.com/reportingform.php?UnivofNorthernColorado>.

In emergencies, please contact the UNC Police Department at (970) 351-2245 if the incident is on the Greeley campus.