OUR PROFESSIONAL COMMITMENTS

As members of the University of Arizona community, we are committed to sustaining an academic community that advances learning and innovation. We recognize our responsibilities and obligations as representatives of the University, and we hold ourselves and each other accountable for the following:

**We are inclusive and respectful**
We are committed to freedom of expression, academic freedom, and collaborative inquiry. We support creativity and innovation by valuing all voices and engaging in respectful discourse. While we may not always agree with the ideas and opinions of others, we honor their right to express them.

**We demonstrate integrity and follow established standards**
We follow established standards and strive to maintain the highest level of quality as recognized in our various fields. We honor our commitments and demonstrate fairness and honesty in all of our professional duties. We follow laws and University and Arizona Board of Regents policies, and avoid real and perceived conflicts of interest. We ask questions when we are unsure about the appropriate course of action.

**We protect University assets**
We are good stewards of the University resources entrusted to us and do not use these resources for personal gain or benefit. As University ambassadors and advocates, we recognize our obligation to represent the University well inside and outside the University.

**We provide a safe environment for those who work, learn, and visit with us**
We support emotional wellbeing and physical safety. We do not tolerate discrimination, harassment, or behavior that intimidates, threatens, demeans, or injures another person. We work to resolve differences constructively. We look out for each other and promptly report issues related to safety, unethical behavior, and violations of law or University policy. If asked to provide information related to an issue of concern, we cooperate fully. We do not retaliate against those who report concerns.

DRAFT: Last revised October 29, 2018