

**College of Humanities and Social Sciences
University of Northern Colorado
STATEMENT OF PRINCIPLES RELATED TO PROFESSIONAL CONDUCT**

The College of Humanities and Social Sciences fosters the pursuit of intellectual and cultural diversity while educating students within a tradition of academic excellence. In keeping with the University's Academic Plan, we strive to create a college characterized by "respect, civility, two-way communication, collaborative decision-making and shared governance (Goal 1, Obj. 1a)." Because successful teaching and learning require a culture of dialogue and debate – often characterized by dissent and a clash of ideas - it is particularly important that members of the HSS community learn how to disagree with others without violating the norms of public civility and professional conduct. At the same time, no individual should feel unable to contribute to the conversation.

Each member of the HSS community is accountable to the same ethical standards and is responsible for upholding the dignity of all. In any organization, some individuals have more power, formal or informal, than others. Power bestows both agency and authority. Transactions based on mutual dignity are a prerequisite to professional conduct. Transactions are empowering when trust and respect form guiding principles for interaction. Transactions are disempowering when, however unintentionally, they are hurtful or coercive. Power carries with it accountability. Advancing the HSS mission requires that power inspire rather than intimidate, dignify rather than demean.

Though the university recognizes a distinction between professional and private life, all members of our community should be cognizant of ways in which individual conduct might plausibly be associated with HSS roles.

Actions and behaviors such as the following promote the spirit of professional conduct:

- Demonstrating respect for sexual, cultural, and social difference
- Valuing individual persons and their contributions while also supporting collaboration and teamwork
- Ensuring the tasks that individuals are asked to perform are consistent with their university roles and responsibilities
- Encouraging free expression of opinion
- Supporting a culture of ongoing improvement by means of positive action
- Contributing to a safe and collegial work environment

October 2010