POLICY

Disciplinary/Professional Conduct in the Course of Compliance Operations

PURPOSE
To ensure that all Compliance staff are treated in a way that maintains professional standards set forth by the University of Miami.

SCOPE
Policy to define interactions between UM faculty, staff and Research Compliance officials

POLICY
The University of Miami's Disciplinary/Professional Conduct policy applies to all interactions during the conduct of compliance operations (IACUC/IBC/ESCRO audits; export control, research misconduct and conflict of interest investigations) between University of Miami faculty, staff, trainees, and Research Compliance officials. All UM employees, trainees and faculty are expected to maintain standards of professional conduct and performance as required by the employing department and the University. Unacceptable conduct including, but not limited to, use of insulting or abusive language, intimidation, acting in a manner that can be perceived as threatening, explicit aggression, assault, and/or battery to any Research Compliance official, or personal conduct that adversely affects the work environment and/or the Research Compliance official's ability to perform his/her job duties, will be immediately reported to the appropriate UM officials. These may include the offending individual's supervisor, department chair, Dean, the UM Director of Human Resources, Vice Provost for Faculty Affairs, and Vice Provost for Research.

WHO SHOULD KNOW THIS POLICY
University of Miami Vice Provost for Research
University of Miami Office of Research
University of Miami Human Resources
University of Miami Faculty Affairs
All UM Faculty and Staff

RELATED INFORMATION
Office of Research: http://uresearch.miami.edu/?p=3&s=0
Office of Research Compliance: http://uresearch.miami.edu/?p=171&s=4
Office of Faculty Affairs: http://www6.miami.edu/provost/facultyaffairs/
Office of Human Resources: http://www.miami.edu/index.php/hr/

APPROVED

John L. Bixby, Ph.D.
Printed Name

Vice Provost for Research
Title

Signature

5/29/2012
Date