CUWMA ETHICAL PRINCIPLES

The Consortium of Universities of the Washington Metropolitan Area (CUWMA) is committed to doing what is right in the conduct of our professional duties and responsibilities. CUWMA employees recognize that high ethical standards are essential to maintaining the public’s trust and confidence. These Principles describe the expectations and standards we have for ourselves, and clearly state the ideals to which we aspire.

By affirming these Principles, we hope to increase our ability to make ethical decisions, especially in those situations that challenge our integrity and professional standards. We intend that these Principles will stimulate an ongoing dialogue on our shared responsibility to serve as ethical leaders and on continual improvement of our performance.

Guiding Principles

- **We commit to the highest level of integrity in our work.** Honesty is the key to establishing trust among those with whom we work and interact. We do not make false, fraudulent, or deceptive claims about our organization or our institutional members. We avoid real or apparent conflicts of interest in our professional activities. We take responsibility for our actions and inactions, and take relevant and prompt steps to correct any mistake, omission, or distortion.

- **We uphold the values of fairness and equity.** We welcome and encourage diverse perspectives and people from all backgrounds, and respect the dignity of every person. We appreciate human diversity and do not discriminate on the basis of age, color, race, country of origin, culture, ethnicity, citizenship, gender identity, gender expression, sexual orientation, ability, class, religion, political affiliation, or economic status.

- **We strive for accuracy and transparency.** Information is at the heart of everything we do. We provide our institutional members, constituents, and stakeholders information that is as truthful, accurate, complete, objective, relevant, and understandable as it can be at the time it is shared. Our information complies with the rules and regulations of federal, state, local, and international governments, as well as other private and public agencies’ rules and regulations, and institutional constraints, as apply to CUWMA.

- **We respect confidentiality and protect the privacy of information.** We take active steps to respect and protect the legitimate privacy interests of all individuals and maintain proper confidentiality of institutional and individual’s personal information and records. Our separate Privacy Policy provides details of what we do in this regard.
• **We support the missions of our institutional members.** A great strength of CUWMA is the diversity of our college and university members. We uphold the individual institutional mission, including the goals, policies, and practices of each. In all situations we demonstrate appropriate professional judgment and respond in ways that meet the highest standards of our profession.

• **We pursue professional opportunities to acquire new ethical knowledge and practices.** As dedicated professionals, we continually seek to expand our knowledge of best practices and opportunities for professional growth and increase our awareness of emerging issues.

• **We raise our voices when ethical standards in our profession are not being met.** We take seriously our duty to hold each other accountable. We act with moral courage, even in the face of risk, danger, or fear.

Approved by the CUWMA Board of Trustees
September 19, 2018