

Statement of Ethical Conduct



Teachers College is committed to equity and excellence in education bolstered by honest and ethical conduct in the achievement of academic goals for the enrichment of students and betterment of the country and the world.

1. Be honest and ethical.

All College officers, trustees, faculty, staff, student employees, and others acting on behalf of the College are expected to maintain the highest standard of ethical conduct by observing applicable policies, practices, regulations, laws and professional standards.

- **Conflict of Interest and Conflict of Commitment:** College officers, trustees, faculty, principal investigators, staff, student employees and others acting on behalf of the College hold positions of trust, and should conduct their activities with integrity. They must abide by College conflict policies, striving to avoid conflict between private and official responsibilities. Activities that impair or appear to impair the ability to perform their duties or affect independence and objectivity of judgment in the discharge of responsibilities to the College should be avoided. TC's policies can be viewed on this link: [Conflict](#).

2. Obey laws, grants, contracts, College policies and procedures.

All College officers, trustees, faculty, principal investigators, staff, student employees and others acting on behalf of the College are expected to comply with relevant laws, grant and contract requirements, regulations, College policies and practices, and all applicable College and professional standards. TC's policy can be viewed on this link: [Award Closeout for Grants and Contracts](#).

- **Corruption, bribery and fraud:** All members of the College Community are strictly prohibited from engaging in any type of corrupt activity in connection with College activities, including bribery and fraud. This prohibition extends to persons and organizations acting on the College's behalf, including accountants, contractors, consultants, attorneys and agents. For the purpose of avoiding improper business conduct and to promote appropriate accountability, each College department and office must maintain accurate and current financial records of its transactions and projects. TC's policy can be viewed on this link: [Anti-Corruption Policy](#).
- **Harassment and abuse of power:** Teachers College, Columbia University supports an environment in which harassment of others is not tolerated. College officers, trustees, faculty, principal investigators, staff, student employees and others acting on behalf of the College may not use positions of authority to influence others to perform inappropriate or illegal acts, or violate laws, regulations, College policies or practices. TC's policies can be viewed on this link: [Discrimination and Harassment](#).
- **Stewardship:** College officers, trustees, faculty, principal investigators, staff, student employees and others acting on behalf of the College have a responsibility to ensure that all funds received are used prudently, ethically, and for their designated purposes. Neither tangible nor intangible assets of the College may be used for personal or illegal gain. Permission must be obtained for personal use of facilities and equipment, in

compliance with applicable procedures. It is imperative that those with access to confidential, proprietary or private information not make unauthorized disclosures or use of this information. TC's policies can be viewed on this link: [Use of College Name and Facilities for Personal Purposes](#); [Use of College Resources](#); [Conflict](#).

3. Report concerns of unethical and dishonest behavior.

All College officers, trustees, faculty, principal investigators, staff, student employees and others acting on behalf of the College are expected to report violations of these or other applicable standards to appropriate College offices, e.g., the employee's supervisor, department supervisor, area Vice President or the Office of the General Counsel. Anonymously reporting is available online through [EthicsPoint](#). The confidentiality of individuals reporting violations of these standards will be maintained whenever possible. TC's policies can be viewed on this link: [Grievance Procedures](#); [New York State Procedure for Filing Complaints](#).

No member of the College community may interfere with the good faith reporting of apparent or suspected misconduct or intimidate or retaliate against any member of the College community who makes such a report in good faith. [Whistleblower Policy](#).

4. Other College policies

This Statement of Ethical Conduct does not reference all of the relevant policies of the College. College officers, trustees, faculty, principal investigators, staff, student employees and others acting on behalf of the College are expected to follow the specific policies related to the functions for which they are responsible. TC's policies can be viewed on this link: [Policy Library](#).

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Responsible Office: General Counsel

Effective Date: November 29, 2023