

2018-2019 Code of Ethical Conduct for Faculty
Saint Louis University School of Medicine

Effective Date: October 1, 2018

Responsible University Official: Kevin E. Behrns, Dean of the School of Medicine, Vice President for Medical Affairs

Approved By: SLUCare Legal and Compliance Committee 07/13/2018; School of Medicine Executive Committee 09/10/2018; Dean Kevin E. Behrns, MD 08/12/2018

1.0 Introduction:

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Professional Oversight.
3. Treat all staff, students, trainees, volunteers, patients and their families, research subjects and their families, faculty, and health care professionals with respect, civility and collegiality and without bias based on color, age, sex, race, ethnicity, national origin, religion, disability, military/veteran status, sexual orientation, or gender identity.
4. When in the learning environment provide clear direction and timely feedback, as well as constructive suggestions and opportunities for improvement or remediation when needed.
5. Resolve conflicts and counsel colleagues, students and subordinates in a non-threatening, constructive and private manner.
6. Teach, conduct research, and care for patients with competence, honesty and high ethical standards, embracing *cura personalis* (care of the person) in patient-centered interactions.
7. Support a learning culture that seeks continuous improvement to ensure accountability for individual and organizational behaviors and outcomes consistent with the Just Culture framework adopted by the School of Medicine. A key component to the framework is maintaining a professional culture of equity and justice through professional development and reduction of risk.
8. Understand

14. Record, allocate, and document patient encounters, revenue, expenditures, time, effort, and other information in a way that is accurate, clear, complete and timely.
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16. Observe regulations, standards, policies and adhere to sound practices relating to matters of health and safety, including laboratory and workplace safety, the handling and disposal of hazardous materials, and the operation of facilities, vehicles and equipment of the University.

4.2 Restrictions

Faculty must refrain from

1. Behavior that is disruptive or disrespectful of others and unprofessional interpersonal behavior that interferes with the working and learning environment (for example shouting, personal attacks or insults, condescending or abusive language, throwing objects or other displays of temper).
2. Providing care contingent upon personal business or relationships with patients, students, research subjects, or their families.
3. Unwanted physical contact with others or threats of such contact.
4. Sexual harassment or harassment based on color, age, sex, race, ethnicity, national origin, religion, disability, military/veteran status, sexual orientation, or gender identity. If a faculty member becomes involved in a romantic relationship with an individual who reports to her/him, s/he is expected to promptly disclose the relationship to her/his department director and to make an appropriate transfer of supervisory authority. If the department director is involved in a romantic relationship with an individual who reports to her/him, s/he must disclose the relationship to the Associate Dean for Faculty Affairs and, if applicable, to her/his Department Chairperson. Faculty Members are discouraged from pursuing romantic relationships with trainees, including students and residents.
5. Maintaining a supervisory role over a family member, including a domestic partner. If a faculty member becomes the supervisor of a member of her/his immediate family, s/he is expected to promptly disclose that fact to her/his department director (or to the Associate Dean for Faculty Affairs in the case of a department director) and to make an appropriate transfer of supervisory authority.
6. Accepting personal gifts without disclosure when the gift is directly or indirectly related to activity % œ () œ u] v } v [• %] š Ç • (μ o š Ç u u œ X
7. Discrimination in violation of policies of the University based on color, age, sex, race, ethnicity, national origin, religion, disability, military/veteran status, sexual orientation, or gender identity.
8. Requesting that individuals they supervise perform duties beyond the scope of their professional responsibilities.
9. Misappropriating property of the University or of the School or excessive use of University or School resources for personal business.

10. Discriminate against anyone who, in good faith, reports or participates in the investigation of an actual or suspected violation of University policy, including this Code.

5.0 Procedure:

The School expects that all faculty demonstrate their willingness to adhere to the elements of the Code by reviewing and signing an Attestation Statement annually. All Department Chairpersons will be responsible for requiring faculty signatures (including Tenured Faculty) acknowledging receipt and understanding of the contents and expectations contained in the Code. The University will retain the Attestation Statements for a period no less than ten years.

5.1 Newly Hired Faculty

Newly hired faculty, including but not limited to, full time, part time, adjunct, and volunteer faculty, will be expected to review and sign the Code of Ethical Conduct Attestation Statement within thirty days of employment/contract date.

5.2 Returning/Emeritus Faculty

As part of the contract renewal process, all returning faculty will be expected to review and sign the Code of Ethical Conduct Attestation Statement each year and upon significant updates to the Code. Tracking of completion will be facilitated in joint effort by the Compliance Office and Office of Professional Oversight.

5.3 Violations

Violations of ethical behavior as outlined by the Faculty Code of Ethical Conduct will be reported to the Office of Professional Oversight. Upon receipt of the report, the matter will be triaged to the Office of Faculty Affairs and Development, if deemed appropriate.

Reports will remain confidential unless imminent harm is suspected, there exists a suspicion of HIPAA violations, or there are breaches of federal regulations pertinent to fraud, waste, and abuse laws. All matters and subsequent follow-up will align with outlined policies and procedures in the 2017 Saint Louis University Faculty Manual.

6.0 Sanctions:

or suspected improper activity shall be subject to appropriate disciplinary proceedings as set forth in the faculty, student, and staff handbooks.

9.0 Other Policies:

This policy is subject to such policies, procedures, rules, and guidance the University may choose to establish. A partial list of additional policies with which faculty are expected to comply may be found online at:

[Saint Louis University Mission](#)

[Saint Louis University Faculty Manual](#)

[By Laws of the Faculty of Saint Louis University School of Medicine](#)

[Saint Louis University School of Medicine Strategic Plan, April 2018](#)

[Policies and Procedures for Responding to Allegations of Research Misconduct](#)