

COMPLIANCE & INTEGRITY

	NOT MEETING EXPECTATIONS	MEETING EXPECTATIONS	EXCEEDING EXPECTATIONS
POLICY	<ul style="list-style-type: none"> Violates university personnel and equal opportunity policies or fails to report violations as required. Negligently or willfully causes, or contributes to, violations of confidentiality. Violates departmental policies and procedures. Negligently or willfully causes or contributes to violations of University policies. Inappropriately uses University resources. 	<ul style="list-style-type: none"> Complies with university personnel and equal opportunity policies, including prohibitions on harassment, discrimination, and workplace violence. Protects confidentiality of records for patients, employees, students, research subjects, and others, as required. Complies with all other university and department policies and procedures. Appropriately uses university resources, finances, and intellectual/real property. Adheres to use and security requirements for information technology. 	<ul style="list-style-type: none"> Complies with university personnel and equal opportunity policies, appropriately reports violations, advocates for training and compliance, and consistently takes additional measures to ensure confidentiality of records. Consistently adheres to department policies and procedures. Maintains practical knowledge of university policies beyond what is necessary for their position to anticipate how policy changes will affect work unit. Ensures university resources are used appropriately.
SAFETY	<ul style="list-style-type: none"> Fails to complete required safety training or fails to comply with required use of personal protective equipment. Fails to identify, report, or correct hazards. Fails to report, or negligently or willfully causes or contributes to accidents/injuries. 	<ul style="list-style-type: none"> Complies with all safety requirements for the position, including successful completion of training and proper use of personal protective equipment. Identifies, reports, and corrects unsafe conditions. Appropriately and promptly reports accidents/injuries. 	<ul style="list-style-type: none"> Champions thorough safety training, proper use of personal protective equipment, and prompt reporting of accidents/injuries. Is vigilant in hazard recognition, motivates others to support improvements in safety policies, practices, and training.
ETHICS	<ul style="list-style-type: none"> Negligently or willfully causes or contributes to violations of standards associated with their position and profession. Inappropriately bends rules for their own convenience or when pressured by others, or uses their position inappropriately for personal or professional gain. Lacks authenticity, misrepresents self to others, and provides excuses or untruthful explanations when actions are questioned. 	<ul style="list-style-type: none"> Complies with trade/industry protocols, state/federal regulations, and other standards associated with their position and profession. Chooses ethical action, even under pressure, avoids situations that are inappropriate or present a conflict of interest, and holds self/others accountable for ethical decisions. Is authentic, takes action consistent with stated intentions, and provides truthful explanations for actions. 	<ul style="list-style-type: none"> Maintains sound professional practice and advocates for higher standards within work unit. Behaves ethically even under the most challenging circumstances, takes extraordinary steps to ensure personal and organizational integrity, and is considered by others a resource on navigating ethical dilemmas. Authentically lives ethical principles and is forthright in providing a sound rationale for actions taken.
RESPECT	<ul style="list-style-type: none"> Shows little or no recognition of or sensitivity to diversity and cultural differences and does not treat others with mutual dignity and respect. Resists working with people from different groups, or shows preferential treatment to certain groups at the expense of others. Tolerates, or contributes to, comments and actions that stereotype, insult, or belittle people with diverse backgrounds. 	<ul style="list-style-type: none"> Appreciates individual and cultural differences, treats all people with dignity and respect. Effectively works to bridge cultural gaps toward common goals and provides equal opportunities for diverse individuals to participate. Does not contribute to and discourages comments and actions that stereotype, insult, or belittle people with diverse backgrounds. 	<ul style="list-style-type: none"> Cultivates and instills respect for all people. Thrives within diverse teams and capitalizes on diversity to find creative solutions. Champions equal treatment and opportunity for all and encourages team to leverage diverse experiences and talents to achieve common goals. Models positive and inclusive behaviors and proactively works to eliminate intolerant actions and attitudes.