



FCC BOARD OF TRUSTEES POLICY

Policy Type: Executive Limitations

Policy Title: Organization Culture

Policy Number: EL-5

Date Adopted: 10.18.2023

Version: 1.0

Date Last Reviewed: 10.18.2023

Office Responsible: President's Office

Reviewing Committee: Board of Trustees

The President shall not permit an organizational culture that lacks a high degree of integrity at all levels of the organization.

Further, without limiting the scope of the above by the following list, the President shall not:

1. Operate without an enforced internal Code of Conduct, of which all employees are made aware, that clearly outlines the rules of expected behavior for employees.
2. Permit employees and others to be without a mechanism for confidential reporting of alleged or suspected improper activities, without fear of retaliation.
3. Cause or allow research involving either human subjects or animals that does not adhere to generally accepted ethical principles and policy or federal and state regulations.
 - 3.1. Permit potential researchers to be without readily available guidelines for ethical research and assistance in identifying and solving ethical problems.
 - 3.2. Permit research that has not been subject to independent ethical review.

Date Of Change	Version	Description of Change	Responsible Party
10/18/2023	1.0	First release following Policy Governance consulting work.	President