



BOARD OF REGENTS OF  
THE UNIVERSITY SYSTEM OF GEORGIA

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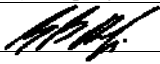
# MEMORANDUM

**Date:** February 26, 2009

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**To:** University System of Georgia (USG) Employees

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**From:** Erroll B. Davis, Jr., Chancellor 

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**Re:** USG Ethics Policy – Training & Certification

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The Board of Regents approved a USG Ethics Policy at its November 10, 2008 meeting. This policy established, for the first time, a unified Ethics Policy for the entire University System of Georgia. The new Ethics Policy – available online at [www.usg.edu/compliance/ethics/](http://www.usg.edu/compliance/ethics/) – is part of a three-pronged approach the University System is taking to enhance compliance with state and federal regulations and to promote ethical conduct by USG faculty, staff, administrators, vendors, contractors and members of the Board of Regents. The other two elements of this effort involve the development of an enterprise risk-management program and a compliance program. The former is designed to identify and mitigate significant financial, operational and compliance risks, and the latter helps to prevent and detect non-compliance with laws, rules and regulations.

I fully appreciate that the overwhelming majority of USG employees are committed to ethical conduct in their work on behalf of the USG and the multiple populations we serve. Given this commitment to ethical conduct, the USG leadership owes all USG employees a clear statement of the values and expectations to which we all will be held accountable. Many of the requirements now consolidated in the USG Ethics Policy were already contained in multiple locations in Board policy, the Business Procedures Manual, and other documentation. This consolidated policy, to include four core values and 13 tenets, should help simplify your efforts to identify requirements for ethical behavior applicable to your work.

We are presently developing a focused training and certification module designed to orient all USG employees to the new USG Ethics Policy. Members of the Board of Regents, University System Office staff, and I are participating in this training and the certification incorporated into this training. It is important that all USG employees participate in this training and that each employee certify compliance with the USG Ethics Policy. In fact, BOR Policy 802.20 requires that “Members of the Board of Regents and all individuals employed by the USG or one of its institutions in any capacity shall participate in USG Ethics Policy training and shall certify compliance with the USG Ethics Policy ....”

In the next few weeks, you will receive correspondence detailing how to complete the training and certification requirements. Your timely participation will be greatly appreciated. Please direct any questions pertaining to the USG Ethics Policy to your supervisor, institution Human Resources officer, or to one of the offices noted in Section F of the USG Ethics Policy.

In closing, thank you for your contributions during the previous year. This year will be challenging for us all. By working together in a focused manner, however, I am sure we will prevail.