

## STANDARDS OF CONDUCT

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### A. Purpose

The purpose of this policy is to provide the standards of conduct to which all employees and administrators of The University of Texas Rio Grande Valley (UTRGV) should adhere.

### B. Persons Affected

This policy applies to all employees, including faculty, of UTRGV.

### C. Definitions

Not Applicable.

### D. Policy

1. *Statutory Compliance* - Every employee of UTRGV is expected to obey all federal, State, and local laws, and particularly *Texas Penal Code*, Chapter 42 and 46, and *Texas Education Code* Section 51.935. Any employee who violates any provision of these statutes is subject to disciplinary action, including dismissal, notwithstanding any action by civil authorities on account of the violation.
2. *Disruption of Activities* - Any employee of UTRGV who, acting singly or in concert with others, obstructs, disrupts, or interferes with any teaching, educational, research, administrative, disciplinary, public service, or other activity, meeting, or event authorized to be held or conducted on campus or on property or in a building or facility owned or controlled by The University of Texas System or any of the institutions is subject to disciplinary action, including dismissal. Obstruction or disruption includes but is not limited to any act that interrupts, modifies, or damages utility service or equipment, communication service or equipment, UTRGV computers, computer programs, computer records, or computer networks accessible through UTRGV computer resources.
3. *Channel for Communication* - The University of Texas System Board of Regents is the only proper channel through which recommendations concerning the administration of the UT System or any of the institutions, as a whole or in any of its parts, should reach the Legislature or other State agencies or officials.
4. *Public Office*
  - a. *Conflict of Interest* - Subject to the Regents' *Rules and Regulations*, a UTRGV employee may hold other nonelective offices or positions of honor, trust, or profit with the State of Texas or the United States if holding the other offices or positions is of benefit to the State of Texas or is required by State or federal law and if there is

no conflict between holding the office or position and holding the office or position with the UT System or any of the institutions for which the employee receives salary or compensation.

- b. *Prior Board Approval* - Before a UTRGV employee may accept an offer to serve in other nonelective offices or positions of honor, trust, or profit with the State of Texas or the United States, the employee must obtain from the appropriate administrative officials and the Board a finding via the Consent Agenda that the requirements of this Section have been fulfilled. The Consent Agenda entry shall also record any compensation the employee is to receive from the nonelective office or position, including salary, bonus, or per diem payment.

#### 5. *Political Activities*

- a. *Right of Participation* - The UT System Board of Regents recognizes the right of UTRGV employees to participate in political activities provided such activities are not conducted during work hours unless the employee uses accrued compensatory or vacation leave; are in compliance with the Constitution and laws of the State of Texas; do not interfere with the discharge and performance of an employee's duties and responsibilities; do not involve the use of equipment, supplies, or services of the UT System or any of the institutions; do not involve the impermissible use of UTRGV facilities; do not involve the attempt to coerce students, faculty, or staff to participate in or support the political activity; and do not involve the UT System or any of the institutions in partisan politics.
- b. *Leave Without Pay* - With the interest of the UT System and any of the institutions being given first consideration, a leave of absence without pay under Rule 30201, Section 3.1 of the Regents' *Rules* may, but need not be, granted to an employee to participate in political activities. However, a leave of absence without pay shall not be granted to an employee of UTRGV for the purpose of being a candidate for an elective public office, holding an elective public office, or directing the political campaign of a candidate for an elective public office.
- c. *Interference with Job Duties* - An employee of UTRGV who wishes to engage in political activity that will interfere with the performance of his or her duties and responsibilities should voluntarily terminate employment. If the President of UTRGV, the Chancellor, an Executive Vice Chancellor, or The UT System Board of Regents finds that the employee's political activity interferes with the performance of his or her duties and responsibilities or does not comply with the requirements of this policy, the employee shall be subject to appropriate disciplinary action, including termination or non-renewal of appointment.

#### E. Procedure

Not Applicable.

**F. Relevant Federal and/or State Statute(s), Board of Regents' Rule(s), UTS Policy(ies), and/or Coordinating Board Rule(s)**

Texas Penal Code Chapter 42, Disorderly Conduct and Related Offenses

Texas Penal Code Chapter 46, Weapons

Texas Education Code Section 51.935, Disruptive Activities

The University of Texas System Board of Regents' Rules and Regulations Rule 31008, Termination of a Faculty Member

The University of Texas System Board of Regents' Rules and Regulations Rule 30601, Discipline and Dismissal of Classified Employees (Does not apply to faculty member or police)

The University of Texas System Board of Regents' Rules and Regulations Rule 30602, Employee Grievance

The University of Texas System Board of Regents' Rules and Regulations Rule 30104, Conflict of Interest, Conflict of Commitment, and Outside Activities