



Ethics & Compliance in Business

2021-2022 Ethics Roundtable Series

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WHAT IS ETHICS
& COMPLIANCE



WHY IS IT
IMPORTANT



KEY ELEMENTS



TEACHING E&C

UCCS / DFEI Resources

Engage in Ethics Lunch & Learn Series

**Ethics & Compliance
Careers and Resources**

Tuesday, October 20 11:30 AM - 1 PM



The flyer includes logos for the Daniels Fund Ethics Initiative Collegiate Program, UCCS College of Business, and the Student Center for the Public Trust. It also features two circular portraits of men in business attire.



Ethics



- Value system
- Guide decisions and actions
- Doing what is right regardless of what the law says

Ethics Policies
Promote the
Rationalization for
Values and Integrity

Compliance



- Rules & Regulations
- Meet legal requirements
- A reactive word that forces people to make a conscious choice

Compliance Policies
Discourage
Opportunities for
Rule-Breaking



1

Create Program Structure

- Ethics Officer
- Board Oversight
- Reporting Relationship

2

Establish Corporate Standards

- Code of Conduct
- Global Considerations
- Implementation

3

Educate the Workforce

- Develop Training Plan
- Execute Training
- Assess Learning

4

Create Investigation Procedures

- Ethical Guidance
- Reporting Mechanism
- Investigation Process
- Whistleblower Protection

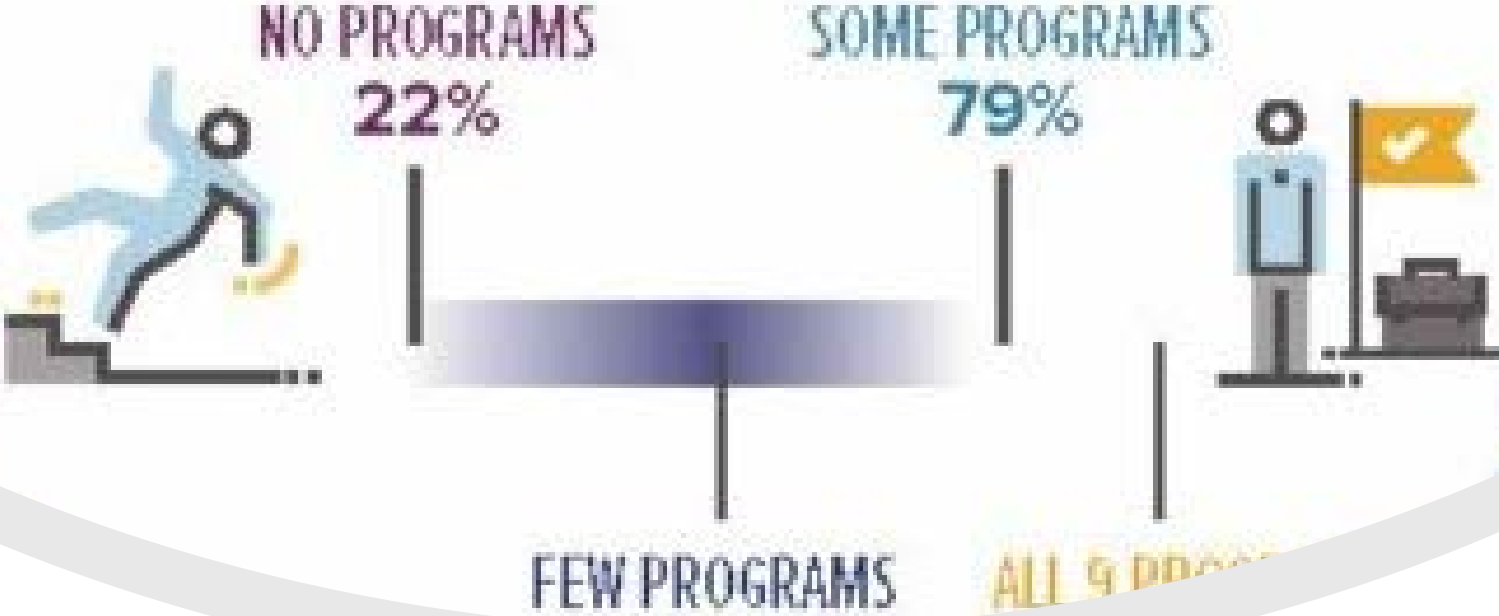
5

Assess Program Effectiveness

- Measuring ethical performance
- Audit Committee
- Internal Auditing



Employees with more E&C programs feel better prepared to handle misconduct¹





"Employees are picking employers that are aligned with them on impact, or personal values. People didn't used to talk about values. That said, today, values and purpose resonate very differently than compliance, or conduct."



Tamara Lundgren
Chairman, President and
Chief Executive Officer
Schnitzer Steel





Psychological safety





What Makes You Feel Safe to Speak up?

Think about people with whom you feel comfortable bringing up difficult issues or giving feedback

What characteristics do they have or what do they do to put you at ease?

Alternatively, think of a situation in which you felt comfortable raising issues or giving feedback

Where was that? Who were you with? What happened?







The Importance of Managers

Employees whose managers engage regularly with them about ethics and compliance are:

2x

more likely to be comfortable
approaching their manager
with concerns or questions

90%

More likely to have faith
in the organization's commitment
to non-retaliation

24%

more likely to believe they have
a personal responsibility in making sure
the company does the right thing

ETHISPHERE
GOOD. SMART. BUSINESS. PROOF.



*Reference: 2016 Global Business Ethics Survey

Top Three Reasons Individuals Did Not Report Observed Misconduct



said they did not report misconduct because anonymous reporting was not available.



said they did not report misconduct because there was no designated person or office at their organization for them to contact.



said they did not report misconduct because they did not know who to contact.

ETHICAL LEADERSHIP CERTIFICATION





SPECIAL TOPIC CLASS

ETHICS & COMPLIANCE IN BUSINESS





Course Description

The course focuses on preparing individuals to be ethical leaders in business with tools to create and sustain a high-quality ethics and compliance program.

Students will complete a professional association training for Elevating Ethics and Compliance that can lead to professional ethics and compliance certification.



ECI

ethics &
compliance
initiative

EC

THE CRITICAL INFORMATION
YOU NEED TO KNOW

DELIVERED IN A LIVED
AND ENGAGING MANNER





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DANIELS FUND
ETHICS INITIATIVE
Collegiate Program

UCCS
College of Business

STUDENT CENTER FOR THE PUBLIC TRUST

UCCS College of Business
Career Development Center



Interested in accessing materials as a UCCS employee?