



STANDARD NINE

INSTITUTIONAL INTEGRITY

The University of Washington, through its Regents, administrators, faculty, and staff, subscribes to, exemplifies, and advocates high ethical standards in the management and operation of the institution. Confirmation of the Regents' commitment to upholding high ethical standards is signified by each Regent's filing with the Secretary of State an oath to discharge faithfully and honestly his or her duties.<sup>1</sup>

The University has comprehensive policies concerning the broad spectrum of ethical issues that emerge in the complex and varied environment of University life. These University policies reflect the underlying rationale, expectations, and procedures for maintaining the integrity of the institution.

The University is committed to the preservation, advancement, and dissemination of knowledge. To achieve this mission, the institution must employ a cadre of scholars and professionals with the expertise and integrity to command the respect of colleagues, students, and the public. The appointment, promotion, and retention processes of the institution consider both the academic and professional qualifications of faculty, administrators, and staff. Consistent with Washington State law, many employment and appointment decisions are supported by a criminal background history to help ensure the integrity and honesty of appointees. Scientific and scholarly misconduct, conviction of a felony, and intentional and malicious interference with the scientific, scholarly, and academic activities of others are grounds for discipline, including termination.<sup>2</sup>

The University is committed to maintaining an environment free of discrimination<sup>3</sup> and unprofessional conduct. A system of complaint resolution is available to all members of the University community.<sup>4</sup> The system utilizes the Office of the Ombudsman and Ombudsman for Sexual Harassment<sup>5</sup> and the University Complaint Investigation and Resolution Office.<sup>6</sup> Over the period of 1996 to 2002, the Ombudsman served 430 (18%) undergraduate students, 264 (11%) graduate students, 581 (24%) classified staff, 349 (15%) professional staff, 553 (23%) faculty, and 207 (9%) others (e.g., alumni, parents, spouses, visitors, and vendors). Over the period of 1997 to 2000, the Ombudsman for Sexual Harassment received 151 informal complaints of sexual harassment. UCIRO handled 58 complaints in 2002.

The University is committed to the creation of an environment in which research flourishes, and relies on individuals to exercise their integrity in carrying out their scientific and scholarly activities. To support this commitment, the University has developed policies and procedures designed to protect the credibility and integrity of faculty and staff members and ensure public trust and confidence in the University's research activities.<sup>7</sup> The University also provides training on issues related to the

ethical conduct of research such as human subjects research,<sup>8</sup> grants management,<sup>9</sup> and biomedical research integrity.<sup>10</sup> The University has in place *Procedural Guidelines for Addressing Allegations of Scientific and Scholarly Misconduct*.<sup>11</sup> The Office of Scientific Integrity (OSI) resides in the Office of the Provost and assumes responsibility for investigating and resolving allegations of scientific and scholarly misconduct by faculty, students, and staff of the University. OSI coordinates, in consultation and cooperation with the schools and colleges, inquiries and investigations into allegations of scientific and scholarly misconduct. OSI is responsible for compliance with reporting requirements established by various federal and other funding agencies in matters of scientific or scholarly misconduct.

As part of its effort to provide quality and reliable technology services, the University is committed to its compliance with a broad range of federal and state laws and regulations related to management of public records, use of public resources, privacy protection, copyright protection, ethics rules, and criminal behavior. Beyond mandatory compliance requirements, the University maintains its own high standards and commitment to the preservation and protection of privacy, intellectual property, and quality technology-related services for all students, faculty, staff, and citizens who become involved with the institution. Everyone who enjoys the privileges and use of the University's computer and network services is expected to help uphold the University's high security standards and to comply with all necessary state and federal statutes. In support of the University's users, Computing & Communications makes available online the University guidelines and policies as well as state and federal statutes and regulations that directly or indirectly affect the University's information systems security program.<sup>12</sup>

The University is also committed to promoting academic integrity among its students. Admission to the University carries with it the expectation that students will conduct themselves as responsible members of the academic community. Part of this expectation is a requirement that students practice high standards of academic and professional honesty and integrity, and to that end, instructors are encouraged to communicate this expectation to students. In addition, instructors are encouraged to implement specific safeguards to prevent cheating on exams, papers, and other class projects. Web-based resources are provided for instructors and students to assist in this effort.<sup>13</sup>

To support the campuses, colleges, and schools in managing issues of academic misconduct, the Vice Provost for Student Relations serves as a general resource for the unit representative who oversees academic discipline. This assures that disciplinary interventions are consistent, fair, and equitable across the campuses, colleges, and schools. In addition, the Vice Provost for Student

Relations coordinates the University's academic misconduct process for the College of Arts and Sciences.

## EVALUATION AND REVISION OF POLICIES AND PROCEDURES

University-wide policies, procedures, and publications are reviewed and updated on a regular basis. The major policies and procedures manuals listed below are available electronically to University faculty, staff, and students and are available in print at a limited number of campus libraries and offices.

- Washington Administrative Code (WAC)<sup>14</sup>
- University Handbook<sup>15</sup>
- Administrative Policy Statements<sup>16</sup>
- General Catalog (two parts of the General Catalog, Course Catalog and Degree Programs, are posted on the web site)<sup>17</sup>
- University of Washington Factbook<sup>18</sup>
- Human Subjects Manual<sup>19</sup>
- Collective Bargaining Agreements<sup>20</sup>
- Training Quarterly<sup>21</sup>
- Laboratory Safety Manual<sup>22</sup>
- Radiation Safety Manual<sup>23</sup>
- Biohazard Safety Manual<sup>24</sup>

### Administrative Procedures

The Administrative Procedures Office<sup>25</sup> oversees the following programs:

Coordination of Washington Administrative Code (WAC) Rule Making. The University's Administrative Procedures Office plays a primary role in coordinating the adoption and indexing of WAC rules and other University policies as they pertain to the Administrative Procedure Act. The University has designated the Director for Administrative Procedures with responsibility for rules coordination.

Title 478 WAC provides details on administrative rules that are important to all members of the University community, such as housing, parking, access to University records, and use of University facilities.

The Administrative Procedures Office provides the following specialized assistance to University officials:

- Acts as a resource for information pertaining to rules under review and the rule-making process.

- Initiates rule reviews based on the University's Rule Review Plan, developed to meet the regulatory goals of the state Executive Order 97-02.
- Maintains the official docket of current rules under review.
- Coordinates rule proposals and revisions with the state Code Reviser's Office.
- Administers public hearings.
- Coordinates central publication of adopted rules.
- Maintains the permanent rule adoption file.
- Maintains an institutional index for the identification and location of the following records: policy statements; declaratory orders; interpretive statements; and final orders in adjudicative proceedings that contain an analysis or decision of substantial importance to the University in carrying out its duties.

Administrative Policy Statements. The Administrative Procedures Office oversees the *Administrative Policy Statements* web site<sup>26</sup> and manual to facilitate central oversight and indexing of institution-wide policy statements. Operating procedures and other administrative services information were moved to the UW web site under individual departmental control. This streamlining of responsibility resulted in improved campus communication of rapidly changing operating systems and procedures, now communicated and updated by individual administrative units, with direct feedback from their campus clientele.

The *Administrative Policy Statements* focus primarily on institution-wide policy statements that provide the University's administrative approach toward implementing a statute, rule, agency order, or other provision of law. Policy statements are grouped by topics such as organization and communications; environment, health, safety, and security; fiscal management; personnel; academic matters; travel; equipment inventory; and services. Where appropriate, web links provide the reader with current departmental operating procedures to carry out or comply with administrative policy statements. The University-Wide Organization Chart and List is included in *Administrative Policy Statements*.

The content of a policy statement is the responsibility of the University official(s) delegated that authority by Executive Order (noted in the delegation line which appears beneath each policy statement). Policy statements are developed, reviewed, and approved by the University official(s) delegated responsibility for that subject matter. The Administrative Procedures Office is responsible for coordinating policy statement reviews and

approvals as well as editing, publishing, and maintaining the *Administrative Policy Statements* web site and manual.

The Reference Station System. The University's Reference Station System is being changed from predominantly paper-based to predominantly web-based. Hardcopy versions of the University's policies and procedures manuals, including the *Washington Administrative Code* (UW Rules—Title 478 WAC), the *University Handbook*, and the *Administrative Policy Statements* will continue to be made available to the Offices of the President, Provost, Vice Presidents, Vice Provosts, Chancellors, Deans and Executive Officers; to members of the general public at the Suzzallo, UW Bothell, and UW Tacoma libraries, and the Visitors Information Center; and at selected locations where employees have extremely limited or no access to the web.

### University of Washington Handbook

The *University Handbook* contains major policies of the University and information of special concern to the faculty, including the Faculty Code; the Student Code; the By-Laws and Standing Orders of the Board of Regents; Executive Orders issued by the President; descriptions of research centers, institutes, and service agencies associated with the University; descriptions of administrative committees; and information about the functions of academic and administrative units at the University.

The Secretary of the Faculty is charged with publishing changes to the *University Handbook* when requested to do so by the individuals authorized to certify that the statement has been properly approved for publication. The following persons are authorized to make such certification for the documents listed:

- Bylaws and Standing Orders of the Board of Regents (Secretary of the Board of Regents).
- Excerpts from or statements based on statutes of the State of Washington (Assistant Attorney General).
- Executive Orders (President of the University).
- Faculty Actions (Secretary of the Faculty).
- Senate Actions (Secretary of the Faculty).
- Student Code (Secretary of the Board of Regents).
- Statements Concerning Coordinating Bodies within the State of Washington (President of the University).
- Descriptions of Administrative Bodies, Boards, and Ancillary Agencies (Provost).
- Administrative Information (the appropriate Vice

President).

- Graduate School Policies and Procedures (Provost).

As new policies or regulations are adopted, or existing policies revised, the changes are published on the University web site and distributed in limited numbers of printed copies of the *University Handbook*, so that campus personnel have available up-to-date, useful and usable information.

### General Catalog

The *General Catalog* is a comprehensive reference guide for University of Washington students. It is compiled to provide an overall view of the programs and courses at the University and the rules that pertain to admissions, registration, tuition, and graduation. Printed copies of the *General Catalog* are divided into two volumes: *Undergraduate Study* and *Graduate and Professional Study*. The *General Catalog* is published every two years.

Two parts of the General Catalog are published on the University web site: (1) Course Catalogs for Seattle, Bothell, and Tacoma campuses,<sup>27</sup> which are updated monthly during the academic year; and (2) Degree Programs.<sup>28</sup> Most academic departments and colleges maintain their own web pages with additional information. All announcements in the *General Catalog* are subject to change without notice and students assume the responsibility of consulting the appropriate academic unit or adviser for more current or specific information.

The quarterly *Time Schedule* gives information on courses offered, class hours, and classroom locations, and contains the latest calendar dates, fees, and details on registration. The *Time Schedule* is available on the University web site.<sup>29</sup>

The General Catalog Office of the Office of the Registrar coordinates the updates and revisions to the printed General Catalog and to the information from the *General Catalog* that is published on the University's Web site.

### University of Washington Factbook

The *University of Washington Factbook*<sup>30</sup> contains data on student demographics, enrollment, curriculum, degrees, finance, grants and contracts, organizations, faculty and staff, and facilities. The web site is maintained and updated as new data becomes available by the Office of Institutional Studies, a division of Planning and Budgeting.

### Human Subjects Manual

The *Human Subjects Manual*<sup>31</sup> provides information on the Human Subjects Review Committee process and

assists Human Subjects Review Committees, Department Chairs, and other University personnel in administering University policy pertaining to the use of human subjects. The guidelines are designed to protect the rights, well-being, and personal privacy of individuals who participate as research subjects.

Revisions to the *Human Subjects Manual* are made through the Human Subjects Office, a Division of Grant and Contract Services, with the approval of the Vice Provost for Research.

### Collective Bargaining Agreements

All campus bargaining units and contracts (with contract negotiation status) are posted on the University web site.<sup>32</sup> This information is updated by the Office of Labor Relations, a Division of Human Resources.

### Training Quarterly

A quarterly publication of the Training and Development Office, the *Training Quarterly* provides current information on classes, training resources, and other specialized programs available to employees. This information is revised quarterly by the Training and Development Office, a Division of Human Resources.<sup>33</sup>

### Laboratory Safety Manual,<sup>34</sup> Radiation Safety Manual,<sup>35</sup> and Biohazard Safety Manual<sup>36</sup>

These manuals are produced by and revised as necessary by the Department of Environmental Health and Safety.

## INSTITUTIONAL REPRESENTATIONS

A fundamental part of fulfilling the University's predominant intertwined missions of teaching, research, and service is communicating with numerous constituencies about the work the University does. These include students and families, prospective students and their families, faculty and staff, alumni and friends, donors, patients and others who benefit from the University's many services, civic and opinion leaders, governmental officials at all levels from the local community to the federal government, and the general population at-large. In representing itself through various communications media, from correspondence and e-mail to official publications and marketing materials, to personal interaction with members of all of the constituency groups delineated above, the University ascribes to the same ideals that inform its academic mission: integrity, veracity, accuracy, and honesty. The University takes seriously its responsibility to be accountable to those it serves, to communicate effectively and frequently about the ways in which it serves them, and to be credible as a source of information in all of its dealings with its various publics. Employees throughout the institution

with responsibilities for representing the University take great care to ensure that information provided is accurate and timely. University employees are reminded, through University policy, that situations embarrassing to the University have arisen when personal opinions of faculty and staff, especially on matters outside their fields of special competence, were identified in the public mind as reflective of the University's position or opinion. Faculty members are reminded of the need for discretion in the use of the University name in connection with personal communications and activities in which the individual's University connection is not significant.<sup>37</sup>

## CONFLICT OF INTEREST POLICIES

Institutional policy defines and prohibits conflicts of interest by members of the Regents, administrators, faculty, and staff. The general responsibilities of University employees are articulated as follows:

The University of Washington has comprehensive policies concerning the broad spectrum of ethics issues that emerge in the complex and varied environment of University life. These policies reflect the underlying rationale, University expectations, and designated procedures for appropriate disclosure and review of conflicts of commitment and conflicts of interest, including financial interests that might bias or otherwise threaten the integrity of the results of sponsored projects.

Policies guide, but are not sufficient in themselves to capture, the essential qualities that should characterize the collegiality of the academic community. The University is first and foremost a community of scholars charged with the responsibility of educating the next generation. The institution provides the framework within which that task is carried out. To do so successfully and harmoniously requires that all cooperate in a spirit of mutual support and interest. To this end, the University provides modest incentives designed to encourage employees to go beyond their traditional responsibilities and engage in activities such as technology transfer, consulting, and other acts of creative productivity. But those incentives are not intended to be, nor can they be permitted to become, ends in themselves, lest the primary purpose of the academy be subverted. Whether in the context of consulting relationships that could bypass established institutional policies on transferring intellectual property or in negotiating personal rewards for a given intellectual contribution, every University citizen should make extra efforts to protect the interests of the institution. In this way, the larger goals of the educational enterprise will be sustained. To do otherwise would violate the spirit of the academy and the

integrity of the task we accept as members of the academy. Such violations are avoided through adherence to University conflict-of-commitment and conflict-of-interest policies. Employees are encouraged to err on the side of protecting the interests of the academic community, even if doing so would in some small measure disadvantage them individually.<sup>38</sup>

Consistent with the Washington State Ethics in Public Service Act,<sup>39</sup> institutional policy defines conflict of interest for all University employees.<sup>40</sup> Additional University policies have been adopted and documents published to promote compliance with state ethics laws and avoid conflicts of interest including the Outside Professional Work Policy,<sup>41</sup> the Patent, Invention, and Copyright Policy,<sup>42</sup> Faculty/Student Relationships and Conflicts of Interest,<sup>43</sup> Researcher and Human Subjects Review Committee Member Conflicts of Interest,<sup>44</sup> Personal Use of State Resources,<sup>45</sup> and Purchasing Ethics.<sup>46</sup>

Compliance with the conflict of interest policies and procedures is the responsibility of each employee. Allegations of conflict of interest are referred to the Office of Internal Audit for investigation. Over the period of 1997 to 2001, Internal Audit conducted a total of 95 audits. The actions taken as a result of these audits ranged from a finding that the allegation was unsubstantiated to termination of employment. See Table 9.1.

## ACADEMIC FREEDOM

The primary mission of the University is the preservation, advancement, and dissemination of knowledge. The

University preserves knowledge through its libraries and collections, its courses, and the scholarship of its faculty. It advances new knowledge through many forms of research, inquiry and discussion; and disseminates it through the classroom and the laboratory, scholarly exchanges, creative practice, international education, and public service. As one of the nation's outstanding teaching and research institutions, the University is committed to maintaining an environment for objectivity and imaginative inquiry and for the original scholarship and research that ensure the production of new knowledge in the free exchange of facts, theories, and ideas.

The University affirms its commitment to the free pursuit and dissemination of knowledge through a Statement of Principle – Academic Freedom and Responsibility. Specifically, this statement provides as follows:

Membership in the academic community imposes on students, faculty members, administrators, and Regents an obligation to respect the dignity of others, to acknowledge their right to express differing opinions, and to foster and defend intellectual honesty, freedom of inquiry and instruction, and free expression on and off the campus. The expression of dissent and the attempt to produce change, therefore, may not be carried out in ways which injure individuals or damage institutional facilities or disrupt the classes of one's instructors or colleagues. Speakers on campus must not only be protected from violence, but given an opportunity to be heard. Those who seek to call attention to grievances must not do so in ways that clearly and significantly impede the functions of the University.

<b>Internal Audits, 5 Year Period 1997 - 2001</b>					
<b>TYPES OF AUDITS</b>	1997	1998	1999	2000	2001
Fraud/Theft	4	3	1	4	5
Payroll	4	2	1	2	3
Misuse of UW Assets	6	6	10	10	8
Conflicts of Interest/Ethics	5	3	2	1	2
Grants	1	0	0	1	1
Other	2	1	1	3	3
<b>Total</b>	<b>22</b>	<b>15</b>	<b>15</b>	<b>21</b>	<b>22</b>
<b>ACTION TAKEN</b>	1997	1998	1999	2000	2001
Employee/Customer Termination	8	3	4	3	5
Referred to AG/Provost/Dean	4	3	1	2	3
Dept. Strengthened Internal Controls	4	5	3	6	8
Reeducation Action on UW Policies	0	0	0	0	2
Other	2	1	5	6	1
No Action Needed	4	3	0	0	3
Allegation Unsubstantiated	0	0	2	4	0
<b>Total</b>	<b>22</b>	<b>15</b>	<b>15</b>	<b>21</b>	<b>22</b>

Table 9.1

Students and faculty are entitled to an atmosphere conducive to learning and to evenhanded treatment in all aspects of the instructor-student relationship. Faculty members may not refuse to enroll or teach students on the grounds of students' beliefs or the possible uses to which students may put the knowledge to be gained in a course. The students should not be forced by the authority inherent in the instructional relationship to make particular personal choices as to political action or their own roles in society. Evaluation of students and the award of credit must be based on academic performance professionally judged and not on matters irrelevant to that performance. (Examples of such matters include but are not limited to personality, personal beliefs, race, sex, religion, political activity, sexual orientation, or sexual, romantic, familial or other personal relationships.)

It is the instructors' mastery of their subject and their own scholarship which entitle them to their classrooms and to freedom in the presentation of their subjects. It is the responsibility of the instructors to present the subject matter of their courses as approved by the faculty in their collective responsibility for the curriculum. Because academic freedom has traditionally included the instructor's full freedom as a citizen, most faculty members face no insoluble conflicts between the claims of politics, social action, and conscience, on the one hand, and the claims and expectations of their students, colleagues, and institutions, on the other. If such conflicts become acute, and the instructor's attention to his or her obligations as a citizen and a moral agent precludes the fulfillment of substantial academic obligations, he or she cannot escape the responsibility of that choice, but should either request a leave of absence or resign his or her academic position.<sup>47</sup>

<sup>1</sup> Regents and Trustees: Oaths, RCW 28B.10.520, <http://www.washington.edu/faculty/facsenate/handbook/01-01-00.html>

<sup>2</sup> Grounds for Removal of Persons with Tenure for Cause, University Handbook, Volume Two, Part II, Chapter 25, Section 25-51, <http://www.washington.edu/faculty/facsenate/handbook/02-02-25.html#anchor25-51>

<sup>3</sup> Non-Discrimination and Affirmative Action Policy, University Handbook, Volume Four, Part I, Chapter 2, <http://www.washington.edu/faculty/facsenate/handbook/04-01-02.html>

<sup>4</sup> Resolution of Complaints Against University Employees, Administrative Policy Statement 46.3, <http://www.washington.edu/admin/adminpro/APS/46.03.html>

<sup>5</sup> Office of the Ombudsman, <http://www.washington.edu/about/ombudsman/index.html>

<sup>6</sup> University Complaint Investigation and Resolution Office, <http://www.washington.edu/admin/risk/services/uciro.html>

<sup>7</sup> Significant Financial Interest Disclosure Policy, <http://www.washington.edu/research/gcs/gim/gim10.html>

<sup>8</sup> Human Subjects Division, Training, <http://depts.washington.edu/hsd/INFO/train.htm>

<sup>9</sup> Faculty Grants Management Program, <http://www.washington.edu/admin/hr/traindev/fgm.html>

<sup>10</sup> Biomedical Research Integrity Series, [http://depts.washington.edu/mheddept/conedu/bri/BRI\\_Home\\_Page.html](http://depts.washington.edu/mheddept/conedu/bri/BRI_Home_Page.html)

<sup>11</sup> Procedural Guidelines for Addressing Allegations of Scientific and Scholarly Misconduct, University Handbook, Volume Four, Part IX, Chapter 1, <http://www.washington.edu/faculty/facsenate/handbook/04-09-01.html>

<sup>12</sup> Computing Security, Comply with Rules and Laws, <http://www.washington.edu/computing/security/rules.html>

<sup>13</sup> Academic Conduct, <http://depts.washington.edu/grading/issue1/conduct.htm>;

Preventing Academic Misconduct, <http://depts.washington.edu/grading/issue1/prevent.htm>;

Guidelines for Faculty and Instructors on Preventing Academic Misconduct, <http://depts.washington.edu/grading/issue1/gprevent.htm>;

Legal Rights and Responsibilities, <http://depts.washington.edu/grading/issue1/rights.htm>;

Information for Faculty Reporting a Case of Student Academic Misconduct, <http://depts.washington.edu/grading/issue1/inforprt.htm>;

Reporting Academic Misconduct, [\[ton.edu/grading/issue1/discipli.htm\]\(http://depts.washington.edu/grading/issue1/discipli.htm\);](http://depts.washing-</a></p>
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14<sup>th</sup> Amendment and Due Process, <http://depts.washington.edu/grading/issue1/laws.htm>;

For Students: Academic Honesty: Cheating and Plagiarism, <http://depts.washington.edu/grading/issue1/honesty.htm>;

Information for Students Charged with Academic Misconduct, <http://depts.washington.edu/grading/issue1/charged.htm>;

Grading Content vs. Behavior, <http://depts.washington.edu/grading/issue1/legal.htm>; and

Maintaining Academic Integrity, <http://depts.washington.edu/asuwb/Importance%20of%20Integrity.htm>.

<sup>14</sup> Washington Administrative Code, <http://www.leg.wa.gov/wac/>

<sup>15</sup> University Handbook, <http://www.washington.edu/faculty/facsenate/handbook/handbook.html>

<sup>16</sup> Administrative Policy Statements, <http://www.washington.edu/admin/adminpro/APS/APSIndex.html>

<sup>17</sup> Student Guide, <http://www.washington.edu/students/>

<sup>18</sup> University of Washington Factbook, <http://www.washington.edu/admin/factbook/index.html>

<sup>19</sup> Human Subjects Manual, <http://www.depts.washington.edu/hsd/INFO/hsman.htm>

<sup>20</sup> Collective Bargaining Agreements, <http://www.washington.edu/admin/hr/laborrel/bargunit.list.html>

<sup>21</sup> Training Quarterly, <http://www.washington.edu/admin/hr/traindev/classcert-main.html>

<sup>22</sup> Laboratory Safety Manual, <http://www.ehs.washington.edu/Manuals/LabSafetyManual.pdf>

<sup>23</sup> Radiation Safety Manual, <http://www.ehs.washington.edu/Manuals/RadManual/Index.htm>

<sup>24</sup> Biohazard Safety Manual, <http://www.ehs.washington.edu/manuals/copy%20of%20bmanual%5Fpdf/index.htm>

<sup>25</sup> Administrative Procedures Office, <http://www.washington.edu/admin/adminpro/>

<sup>26</sup> Administrative Policy Statements, <http://www.washington.edu/admin/adminpro/APS/APSIndex.html>

<sup>27</sup> University of Washington Course Catalog, <http://www.washington.edu/students/crscat/>

28 The UW's Undergraduate, Graduate, and Professional Degree Programs, [http://www.washington.edu/students/gen-cat/degree\\_programsTOC.html](http://www.washington.edu/students/gen-cat/degree_programsTOC.html);

UW Bothell Degree Programs, <http://www.bothell.washington.edu/SA/degrees.html>; and

UW Tacoma Academic Programs, <http://www.tacoma.washington.edu/programs/>

29 Time Schedule, <http://www.washington.edu/students/timeschd/>

30 University of Washington Factbook, <http://www.washington.edu/admin/factbook/>

31 Human Subjects Manual, <http://depts.washington.edu/hsd/INFO/hsman.htm>

32 Labor Relations, <http://www.washington.edu/admin/hr/laborrel/>

33 Training and Development, <http://www.washington.edu/admin/hr/traindev/>

34 Laboratory Safety Manual, <http://www.ehs.washington.edu/Manuals/LabSafetyManualpdfs/>

35 Radiation Safety Manual, <http://www.ehs.washington.edu/Manuals/Radmanual/>

36 Biohazard Safety Manual, <http://www.ehs.washington.edu/manuals/copy%20of%20bmanual%5Fpdf/index.htm>

37 Faculty Opinions, University Handbook, Volume Four, Part V, Chapter 3, <http://www.washington.edu/faculty/facsenate/handbook/04-05-03.html>

38 Employee Responsibilities (Preamble), University Handbook, Volume Four, Part V, Chapter 1, <http://www.washington.edu/faculty/facsenate/handbook/04-05-01.html>

39 State Executive Ethics Board, <http://www.wa.gov/ethics/>

40 Employee Conflict of Interest, University Handbook, Volume Four, Part V, Chapter 2, <http://www.washington.edu/faculty/facsenate/handbook/04-05-02.html>

41 Outside Professional Work Policy, University Handbook, Volume Four, Part V, Chapter 6, <http://www.washington.edu/faculty/facsenate/handbook/04-05-06.html>

42 Patent, Invention, and Copyright Policy, University Handbook, Volume Four, Part V, Chapter 7, <http://www.washington.edu/faculty/facsenate/handbook/04-05-07.html>

43 Faculty/Student Relationships and Conflicts of Interest, University Handbook, Volume Two, Part II, Chapter 24, Section 24-33, Footnote, <http://www.washington.edu/faculty/facsenate/handbook/02-02-24.html#anchor24-33>

44 Human Subjects Division, Conflict of Interest, <http://depts.washington.edu/hsd/INFO/c-of-i.htm>

45 Personal Use of University Facilities and Equipment by University Employees, <http://www.washington.edu/admin/adminpro/APS/47.02.html>;

Personal Use of State Resources and Conflict of Interest, and <http://www.washington.edu/admin/hr/pol.proc/conflict.interest.html>.

46 Purchasing Ethics, <http://www.washington.edu/admin/purchasing/ethics.html>

47 A Statement of Principle: Academic Freedom and Responsibility, University Handbook, Volume Two, Part II, Chapter 24, Section 24-33 -, <http://www.washington.edu/faculty/facsenate/handbook/02-02-24.html#anchor24-33>