

**ARTICLE __
ACADEMIC RESPONSIBILITIES AND DUTIES**

A. STANDARDS OF CONDUCT

Academic Researchers are expected to be competent in their research field and should maintain an active interest in the advances and current thinking in their subject area. As members of the community of scholars at the University of California, academic researchers are expected to sustain an environment conducive to sharing, extending, and critically examining knowledge and values, in support of the University's academic mission. In addition, they are expected to exhibit respect and professionalism in the mutual exchange of ideas, opinions, and criticisms with colleagues and to strive to be objective in their professional communications and interactions. Examples of conduct inconsistent with these expectations include, but are not limited to:

1. Making evaluations of professional competence based on criteria other than professional performance;
2. Discrimination, including harassment;
3. Breach of established rules governing confidentiality in personnel matters and/or procedures;
4. Violation of canons of intellectual honesty, such as research misconduct and/or intentional misappropriation of the writings, research, and findings of others;
5. Violation of University policies;
6. Intentional disruption of functions or activities sponsored or authorized by the University;
7. Incitement of others to disobey University rules when such incitement constitutes a clear and present danger that violence or abuse against persons or property will occur or that the University's central functions will be significantly impaired;
7. Unauthorized use of University resources or facilities on a significant scale for personal, commercial, political, or religious purposes;
8. Forcible detention, threats of physical harm to, or harassment of another member of the University community, that interferes with that person's performance of

- University activities;
9. Misrepresentation of personal views as a statement of position of the University or any of its agencies; and
 10. Commission of a criminal act which has led to conviction in a court of law and which clearly demonstrates unfitness to continue as an academic researcher.
 11. Misrepresentation of formal affiliation with the University.
 12. Entering into a romantic or sexual relationship with any student for whom an academic researcher has, or should reasonably expect to have in the future, academic responsibility (evaluative, or supervisory);
 13. Exercising academic responsibility (evaluative, or supervisory) for any student or any other employee with whom an academic researcher has a romantic or sexual relationship.

B. OTHER RESPONSIBILITIES

Academic responsibility also includes the requirement that the academic researcher abide by the following:

1. No compensation or reimbursement shall be paid to any academic researcher at the University unless actively engaged in the service of the University or on paid leave of absence and allowed under University policy;
2. No one in the service of the University shall devote to private purposes any portion of the time due to the University nor shall any outside employment interfere with the performance of University duties; and
3. University regulations regarding disclosure of financial interests.