



ANNUAL POLICY NOTIFICATION MEMORANDUM

To: All University of New Mexico Faculty, Staff and Students

From: UNM Main and Health Sciences Center Compliance Offices

Subject: Annual Policy Notification Regarding Ethical Behavior, Reporting Suspected Misconduct, and Whistleblower Protection from Retaliation

As part of our annual policy notifications series, we encourage you to review the following University of New Mexico (UNM) policies and tools that pertain to maintaining ethical behavior, reporting suspected misconduct, and whistleblower protection from retaliation. UNM encourages all members of the campus community to maintain ethical behavior and report suspected misconduct. If a community member makes a report of suspected misconduct in good faith, they will be protected from retaliation.

Questions regarding this notification should be directed to the Main Campus Compliance Office at (505) 277-0169 or compliance@unm.edu or to the HSC Compliance Office at (505) 272-7371 or compliance@salud.unm.edu.

UNM Policies and Tools Related to Ethical Behavior, Reporting Suspected Misconduct, and Whistleblower Protection from Retaliation:

Regents' Policy Manual - Section 2.18: Guiding Principles - <https://policy.unm.edu/regents-policies/section-2/2-18.html>

UAP 2200: Reporting Suspected Misconduct and Whistleblower Protection from Retaliation - <https://policy.unm.edu/university-policies/2000/2200.html>

UNM Compliance Hotline - <https://compliance.unm.edu/compliance-hotline/index.html>

UNM Regents' Policy on Guiding Principles – RPM 2.18

The UNM Regents have adopted certain guiding principles to serve to direct and guide ethical conduct on the UNM campus. Integrity, trust, the pursuit and dissemination of knowledge, and public service are essential elements of the University's character and guide our decisions. These and other elements are reflected in the guiding principles. All members of the University community are expected to maintain the highest standard of ethics as articulated in the guiding principles found in RPM 2.18.

To review the complete Regents' policy, please see: <https://policy.unm.edu/regents-policies/section-2/2-18.html>

UNM Policy on Reporting Suspected Misconduct and Whistleblower Protection from Retaliation – UAP 2200

UNM is committed to the highest ethical and professional standards of conduct. To achieve this goal, UAP 2200 recognizes that the University relies on each member of the community to comply with the laws, regulations, University policies, and ethical and professional standards that relate to them. The University also relies on members of the University community to conduct themselves with honesty, integrity, and good judgment. Members of the University community are expected, and in some cases (such as child abuse) required, to report suspected misconduct that comes to their attention. Persons who report suspected misconduct, in good faith, are afforded whistleblower protection from retaliation by the University for such reporting.

The Office of Equal Opportunity (OEO) is charged with ensuring compliance with civil rights laws, regulations, policies, and procedures, including Title IX of the Education Amendments of 1972. OEO is the home to UNM's Title IX Coordinator and Americans with Disabilities Act (ADA) Coordinator. All civil rights complaints, reports of sexual misconduct, or civil rights retaliation matters need to be reported to OEO at (505) 277-5251 or by visiting OEO's office at 609 Buena Vista NE on the Albuquerque campus.

The University may be required to forward certain reports of suspected misconduct to outside agencies. In addition, every member of the University community has an obligation under New Mexico law to report any instances or suspected instances of the abuse or neglect of a minor. Anyone who knows, suspects, or receives information indicating that a minor has been abused or neglected, or who has other concerns about the safety of minors, should contact UNM Police or the State of New Mexico Children, Youth, and Families Department at 1-855-333-SAFE (7233).

Whistleblower Protection Against Retaliation

In accordance with the State Whistleblower Protection Act, the University is committed to protecting members of the University community who report suspected misconduct or who cooperate with or participate in an investigation. Anyone who, in good faith, reports suspected misconduct will be protected from retaliation as a result of such reporting, regardless of whether or not an investigation confirms the misconduct. No member of the University community may interfere with or try to interfere with the right of an individual to report suspected misconduct or cooperate with or participate in an investigation. Any member of the University community who interferes with or tries to interfere with the right of another individual reporting suspected misconduct or cooperating with or participating in an investigation may be subject to disciplinary action, up to and including termination or expulsion.

To review the complete policy, please see: <https://policy.unm.edu/university-policies/2000/2200.html>

UNM Compliance Hotline

The UNM Compliance Hotline is the main reporting system for the UNM community to make inquiries, file complaints, and report alleged misconduct and violations of laws, regulations and policies. The confidential Compliance Hotline operates 24 hours a day, seven days a week. The Compliance Hotline uses EthicsPoint, a case management system provided by Navex Global that has the capability to accommodate allegations and document information gathered from an investigation. This operating system is used by numerous colleges and universities that are peer institutions to UNM. The Main Campus Compliance Office administers the Compliance Hotline for UNM Main and Branch Campuses, UNM Health Sciences Center, UNM Hospital, UNM Medical Group and Sandoval Regional Medical Center. Every employee has an obligation to report in good faith known or suspected violations of laws, regulations, and UNM policies or procedures.

Reports of suspected misconduct will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation and the University's legal obligations. Sometimes the reporter's identity may become obvious to others due to the nature of the allegation.

UNM Compliance Hotline / EthicsPoint

Call 1-888-899-6092 or report online at [unm.ethicspoint.com](https://secure.ethicspoint.com/domain/media/en/gui/42682/index.html) at <https://secure.ethicspoint.com/domain/media/en/gui/42682/index.html>

Spanish translation services are available via the hotline phone intake method.

For additional information, please see: <https://compliance.unm.edu/compliance-hotline/index.html>.