



308.1.1 - Code of Conduct

Purpose:

The purpose of this procedure is to operationalize Bismarck State College's policy 308.1.1 Code of Conduct.

Procedure:

Reporting Violations:

Individuals who are aware of known or suspected violations of this Code of Conduct, of laws and regulations, or of policies and procedures, should report violations to a supervisor, the Chief Human Resources Officer, the Chief Financial Officer, any member of the Executive Council, or via the Fraud Hotline. Failure to report known or suspected violations is a violation of this policy and may lead to disciplinary action up to and including termination.

Alleged violations of this Code shall be investigated by the Chief Human Resources Officer and Chief Financial Officer or designees. All employees shall cooperate in investigations into alleged violations. A violation of this Code may lead to disciplinary action up to and including termination, in addition to any criminal or other civil sanctions that apply.

Employee Review and Certification:

All new employees shall review the Code of Conduct and sign a statement certifying the employee has read and agrees to comply with the Code. Further, all benefited employees are required to annually certify in writing that they have read and are in compliance with the Code of Conduct.

References:

[SBHE Policy: 308.1 Member and Employee Code of Conduct](#)

[SBHE Policy: 308.2 Required Reports of Violations; Reprisal or Retaliation Prohibited.docx](#)

[SBHE Policy: 611.5 Employee Responsibility and Activities: Outside Employment or Consulting Practices; Use of Institutional Property](#)

[BSC Policy: 308.1.2 Code of Ethical Conduct](#)

History of This Policy Procedure:

First policy: First policy drafted on April 22, 2010, reviewed by the Operations Council on May 26, 2010 and approved by the Executive Council on June 9, 2010.

Revisions - December 13, 2010; March 26, 2012; August 14, 2015; November 28, 2018; September 24, 2019.



BISMARCK
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// **POLICY PROCEDURE** //

Reviewed by Campus Council on October 11, 2023, and reviewed by the Executive Council on October 18, 2023, and approved by the President on October 31, 2023.

Reviewed and approved by the Executive Vice President on June 25, 2025.