The University of Hawai‘i at Hilo
Student Organization Code of Ethics

As student organizations within the University of Hawai‘i at Hilo, within the framework of collegiate relations, said organizations maintain a maternal connection with the Campus Center. It is the mission of Campus center, and thus, the mission of student organizations, to promote *“leadership, social, cultural, educational and recreational development of the student population through co-curricular activities, programs and services. The Campus Center serves as a laboratory for citizenship by developing socially responsible leaders who become effective forces for change in our communities. Programs and services emphasize the worth for service to the community and a sense of responsibility for active citizenship to perpetuate our democratic society.”*

The mission of the University of Hawai‘i at Hilo student organizations is rooted in a set of core values. These core values are the foundation for our unique purpose and perspective.

- **Laulima** (working together as a community)
- **Kaulike** (social justice)
- **Mālama** (dignity and worthy of all persons)
- **Waiwai pilina kanaka** (importance of human relations)
- **Pono** (integrity)
- **Mākaukau** (competence)

Core values and the principles that flow from them, must be balanced within the context and complexity of the human experience. Each student organization plays a unique role in this.

The University of Hawai‘i at Hilo
Student Organization Code of Ethics

CORE VALUES WITHIN THE CODE OF ETHICS:

The following broad ethical principles are based on the core values of community service, social justice, dignity and worth of all person, importance of human relationships, integrity, and competence.

LAULIMA (WORKING TOGETHER AS A COMMUNITY)

- We are to serve and represent the students of the University.

KAULIKE (SOCIAL JUSTICE)

- We are to pursue positive social change, particularly with and on behalf of vulnerable and oppressed individuals and groups of people.

MĀLAMA (DIGNITY AND WORTH OF ALL PERSONS)

- We are to respect the inherent dignity and worth of all persons.

WAIWAI PILINA KANAKA (IMPORTANCE OF HUMAN RELATIONSHIPS)

- We are to recognize the central importance of human relationships.

PONO (INTEGRITY)

- We behave in a trustworthy and righteous manner.

MĀKAUKAU (COMPETENCE)

- We practice within our areas of competence and develop and enhance our skills.

The University of Hawai‘i at Hilo
Student Organization Code of Ethics

PURPOSE OF THE CODE OF ETHICS:

Professional ethics are the core of the University of Hawai‘i at Hilo student organizations. As such, it is therefore mandatory to articulate its basic values, ethical principles, and ethical standards. The Code of Ethics sets forth these values, principles, and standards to guide conduct. The Code is relevant to all students, regardless of their professional functions, the settings in which they work, or the populations they serve.

The Code of Ethics serves six purposes:

- The Code identifies core values on which our mission is based.
- The Code summarizes broad ethical principles that reflect core values and establishes a set of specific ethical standards that should be used as a guide.
- The Code is designed to help identify relevant considerations when obligations conflict or ethical uncertainties arise.
- The Code provides ethical standards to which the general public can hold all student organizations accountable.
- The Code socializes those new to the organizations of the accepted values, ethical principles, and ethical standards.
- The Code articulates standards that can be used to assess whether participants have engaged in unethical conduct. In subscribing to this Code, all are required to cooperate in its implementation, participate in mediation proceedings, and abide by as any disciplinary rulings or sanctions based on it.

The Code of Ethics offers a set of values, principles, and standards to guide decision-making and conduct when ethical issues arise. It does not provide a set of rules that prescribe how student organization participants should act in all situations. Specific applications of the Code must take into

account the context in which it is being considered and the possibility of conflicts among the Code‘s values, principles, and standards. Ethical responsibilities flow from all human relationships, from the personal and familial to the social and professional.

Further, the Code of Ethics offers a set of values, principles, and standards are most important and ought to outweigh others in instances when they conflict. Reasonable differences of opinion can and do exist among participants with respect to the ways in which values, ethical principles, and ethical standards should be rank ordered when they conflict.

Ethical decision-making is a process. There are many instances in which simple answers are not available to resolve complex ethical issues. Student organization participants’ decisions and actions should be consistent with the spirit as well as the letter of this Code.

This Code of Ethics cannot guarantee ethical behavior. Moreover, this Code of Ethics cannot resolve all ethical issues or disputes or capture the richness and complexity involved in striving to make responsible choices within a moral community. Rather, this Code of Ethics sets forth values, ethical principles, and ethical standards to which student organization participants aspire and by which their actions can be judged. Principles and standards must be applied by individuals of good character who discern moral questions and, in good faith, seek to make reliable ethical judgements.

The University of Hawai‘i at Hilo
Student Organization Code of Ethics

GENERAL ETHICAL RESPONSIBILITIES:

DISCRIMINATION:

- Should not practice, facilitate, or collaborate with any form of discrimination on the basis of race, ethnicity, nationality, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, or mental/physical disability or life circumstances.

PRIVATE CONDUCT:

- Should not permit their private conduct to interfere with their ability to fulfill their organizational responsibilities.

DISHONESTY, FRAUD, AND DECEPTION:

- Should not participate, condone, or be associated with any type of dishonesty, fraud, or deception, including those related to plagiarism and conflict of interest.

IMPAIRMENT:

- Should not allow own personal problems, psychological distress, legal problems, substance abuse, mental health difficulties to interfere with their judgement and performance or to jeopardize the interests of the organization to which they represent.

MISREPRESENTATION:

- Should make clear distinctions between statements made and actions engaged in as a private individual and as a representative of the student organization.
- Those who speak on behalf of their student organization should accurately represent the official and authorized positions of the student organizations.

The University of Hawai‘i at Hilo
Student Organization Code of Ethics

ACKNOWLEDGING CREDIT:

- Should take responsibility and credit, including authorship credit, only for work they have actually performed and to which they have contributed.
- Should honestly acknowledge the work of and the contributions of others.

ETHICAL RESPONSIBILITIES TO PEERS AND CO-WORKERS:

RESPECT:

- Should treat peers and co-workers with respect, cooperate in that which serves the mission of the student organization, and represent accurately and fairly the qualifications, views, and obligations of colleagues.
- Should avoid unwarranted negative criticism of peer and co-workers in communication with others. This may include demeaning comments that refer to their level of competence or to individuals' attributes such as race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, and mental or physical disability.

CONFIDENTIALITY:

- Should respect confidential information shared by peer and co-workers in the course of their organizational relationships and transactions.
- Should ensure that such peers and co-workers understand the obligation to respect confidentiality and any exceptions related to it.

DISPUTES INVOLVING PEERS AND CO-WORKERS

- Should not take advantage of a dispute between a peer and co-worker to obtain a position or otherwise advance one's own interests.

The University of Hawai‘i at Hilo
Student Organization Code of Ethics

CONSULTATION:

- Should seek the advice and counsel of peers and co-workers whenever such consultation is in the best interest of the individual student organization’s mission statement.

SEXUAL HARASSMENT:

- Should not sexually harass peers or co-workers. This includes: sesual advances or solicitation, requests for sexual favors, and verbal/physical conduct of a sexual nature.
- When necessary, those who believe that a peer or co-worker has acted unethically should take action through the appropriate formal channels (e.g. staff in Campus Center).

FAILURE TO MEET ETHICAL RESPONSIBILITIES:

The Campus Center is responsible for dealing with the failure of any student organization to meet the responsibilities outlined above. In response to such a failure, the Campus Center may revoke or suspend the student organization’s charter, or place the student organization on probation with appropriate conditions. The conditions may include a fixed period of time in which the organization must rectify any failure to meet its responsibilities. Appeals of such a decision can be made to the Campus Center.

A student organization and, or, its executive staff may be liable as an organization and, or individually for the actions of a member that violate the University of Hawai‘i at Hilo Student Organization Code of Ethics if:

- The member’s actions received the tacit or overt consent, support, or encouragement of the student organization and, or, its leaders, executive staff, or spokespersons; or

The University of Hawai‘i at Hilo
Student Organization Code of Ethics

- The student organization conducted affairs negligently. Individual responsibility means the executive staff member will be deemed to have committed a violation of the said Code of Ethics personally, which will be dealt with by the Campus Center. Collective responsibility for the student organization means that the student organization will be considered to have violated the said Code of Ethics and will similarly be dealt with by the Campus Center, with the provision the instead of possible sanctions of suspension or expulsion, a student organization is subject to the sanctions of probation, suspension, or revocation of the overall charter.

The executive staff or leaders of any identifiable spokespersons for a student organization may be directed by the Campus Center to take appropriate action designed to prevent or end violations of this Code of Ethics by the student organization or by any person associated with the student organization who can reasonably be said to be acting on its behalf.

JUSTIFIABLE DEACTIVATION OF POSITIONS:

- Should there be a reason for the deactivation of a position within a student organization, there must be representative parties from the Campus center itself, the executives within the organization, and the individual whose said position is in question.
- The individual whose said position is in question must be allowed the chance to provide their own perspective on the matter.
- At least one witness, without bias, must be present and there must be a secretary of some kind to record the minutes.
- Should an individual decide to deactivate of their own accord, a letter of resignation would suffice.

IMPAIRMENT OF PEERS AND CO-WORKERS:

- Those who have direct knowledge of a peer or co-worker’s impairment that is due to personal problems, psychosocial distress, substance abuse, or mental health difficulties and that interferes with

organizational effectiveness should only consult with that colleague when feasible and assist the peer in taking remedial action.

- Those who believe that a peer or co-worker has acted unethically should seek a resolution by discussing their concerns with the peer when feasible and when such discussion is likely to be productive.

Failure to make reasonable efforts to comply with such a directive shall be considered a violation of this Code of Ethics.