

Compliance and Ethics Week
2023

#BroncosinCompliance

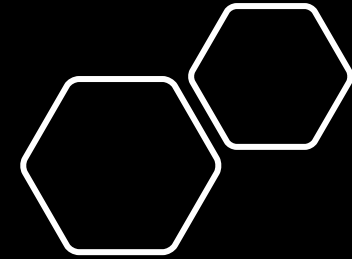
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Day 2

Division of Legal, Audit, Risk, and
Compliance

Equity@uncfsu.edu

Compliance and Ethics touches many areas. This includes following regulatory guidelines, reporting on campus safety, and acting in an ethical manner. Here are some helpful compliance tips from different departments on campus.



Office of Environmental Health & Safety
A Division of Facilities Management

Fire Prevention Safety and Fall Protection Guidelines

J. Daniel Core: EHS Compliance Officer

Your Safety Matters

Safety should be your top priority in any workplace. Fires and falls can have serious consequences, including injuries and even loss of life. To maintain a safe and productive work environment, everyone should strive to follow fire prevention and fall protection guidelines.

Fire Prevention Safety

Definition: Fire prevention safety is the practice of taking precautions to reduce the risk of fires and knowing how to react in case of a fire emergency.

Examples of Fire Prevention Safety:

1. **No Smoking:** Smoking is strictly prohibited in all indoor areas. Designated smoking zones are provided.
2. **Fire Extinguishers:** Learn the location of fire extinguishers and how to use them.
3. **Flammable Materials:** Keep flammable materials stored in designated areas and away from heat sources.
4. **Electrical Safety:** Avoid overloading outlets and report any exposed wires or faulty equipment.
5. **Emergency Exits:** Always keep emergency exits clear and know the evacuation plan.
6. **Training:** Attend fire safety training sessions as required.

Fall Protection

Definition: Fall protection involves using safety equipment and following procedures to prevent falls from elevated areas.

Examples of Fall Protection:

1. **Proper Footwear:** Wear appropriate footwear with slip-resistant soles.
2. **Training:** Receive fall protection training if your work involves heights.
3. **Inspect Equipment:** Regularly inspect and maintain fall protection equipment.
4. **Reporting:** Report any unsafe conditions or hazards related to fall protection.
5. **Guardrails:** Ensure guardrails are in place when working on elevated platforms or scaffolds.
6. **Harnesses:** Use safety harnesses and lanyards when working at heights.

Your Rights and Responsibilities

Employees' Rights and Responsibilities:

1. You have the right to a safe working environment.
2. You must follow all fire prevention and fall protection guidelines.

3. Report any unsafe conditions or hazards to your supervisor.
4. Attend safety training and use provided safety equipment.

Supervisors' Rights and Responsibilities:

1. Supervisors have the right to enforce safety rules.
2. They are responsible for addressing and correcting safety violations.
3. Provide necessary training and safety equipment to employees.

Code of Conduct Violations

Failure to adhere to fire prevention and fall protection guidelines can result in a code of conduct violation. Examples include but are not limited to:

1. Ignoring safety regulations.
2. Failing to use required safety equipment.
3. Disregarding evacuation procedures.

Reporting Violations

If you witness a code of conduct violation or unsafe conditions, you must:

1. Report it to your supervisor or manager.
2. Follow company procedures for reporting violations or hazards.

Your safety is everyone's responsibility. Follow these guidelines to protect yourself and your colleagues.

For more information or to report safety concerns, contact your workplace safety officer or supervisor. Jcore2@uncfsu.edu

Compliance Alerts!

Protection of Minors on Campus

Protection of Minors on Campus strives to create a welcoming and safe environment for all minors visiting Fayetteville State University property or participating in University programs. The office of Protection of Minors on Campus reinforces this expectation by establishing standards, requirements and procedures that specifically focus on protecting the safety of individuals less than 18 years of age from maltreatment by a parent, guardian, caregiver, or staff of programs sponsored by, affiliated with, or conducted on Fayetteville State University property.

The Protection of Minors on Campus policy:

- Screening requirements for employees, contractors, and volunteers who interact with minors in Covered Programs, including background checks.
- Advance registration and approval requirements for proposed Covered Programs; and
- training requirements for employees, contractors, and volunteers to include, but not be limited to, mandatory reporting of suspected abuse and expectations for Covered Individuals regarding policies and issues relevant to interacting with minors.

Covered Programs

Covered Programs include, but are not limited to: academic camps, athletic camps, and other enrichment programs, whether daytime only or overnight programs.

Covered Programs do not generally include

- externally sponsored field trips or visits that bring minors on to University property;
- programs or events that are not focused on minors as the targeted audience and are open to the general public, such as concerts or theatrical performances;
- or programs designed exclusively for students enrolled or matriculated at Fayetteville State University.

Reporting Requirements

According to North Carolina law, any person or institution who has cause to suspect that any juvenile is abused, neglected or dependent, or has died as a result of maltreatment, as defined by G.S. 7B-101, shall report the case to the director of Department of Social Services in the county where the juvenile resides or is found, as outlined in G.S. 7B-301. Report to local law enforcement if the child is a victim of a violent offense, sexual offense or misdemeanor child abuse under G.S. 14-318.2. (This requirement applies to ALL minors, not only those participating in a PMOC program.)

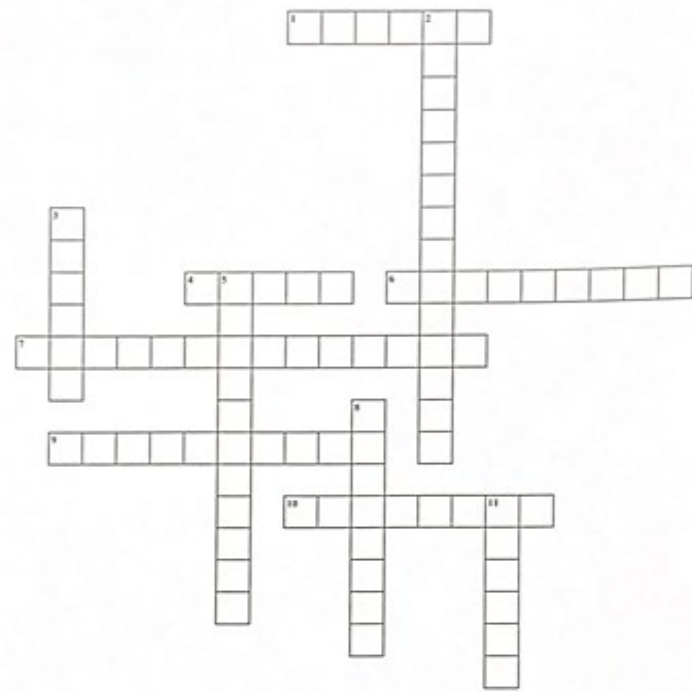
Please report suspected acts of child abuse to the Fayetteville State University Protection of Minors on Campus office by using the [Incident Involving A Minor Form](#). Contact the Protection of Minors on Campus office for more detailed guidance.

To keep the community informed, all **Compliance Alerts!** are maintained on the University's Compliance and Enterprise Risk Management webpage. [Compliance Alerts \(uncfsu.edu\)](#)

Compliance & Ethics Week: Day 2

- Submit your answers to the compliance crossword puzzle.

Compliance and Ethics Week



Across

- [1] Designated neutral dispute resolution
- [4] Activity that relies on deception in order to achieve a gain.
- [6] Consistency of values and actions
- [7] Taking responsibility for one's actions and results
- [9] Conforming to rule, policy or law
- [10] Individual that informs appropriate authority of misconduct

Down

- [2] Differential treatment based on a protected class or category
- [3] Standards that guide actions based on core values
- [5] Materially adverse action in response to a report
- [8] Confidential means to report non-compliance
- [11] The quality of being fair and impartial

Compliance & Ethics Week: DAY 2



<https://forms.office.com/r/1QygRAVLL5>

Training Video

Click the links to watch the compliance videos

[Campus Security Authorities: Roles and Responsibilities \(csod.com\)](#)

[General Ethics in the Workplace \(csod.com\)](#)

[ACCESS CORNERSTONE HERE](#)

Resources



The Office of Equity is committed to maintaining a safe and inclusive environment that is free from discrimination, harassment, and sexual misconduct. The Office of Equity handles student, employee and visitor reports of discrimination and harassment based on age, color, disability, genetic information, national origin, race, religion, sex, sexual orientation, and veteran status. This includes reports of sexual misconduct, including sexual harassment. Our office also handles reports of relationship violence and stalking. Reports of such conduct will be referred to the Title IX Coordinator.

[Equity Intake Form \(highq.com\)](https://highq.com)

Fayetteville State University has established an ethics helpline to provide a confidential means for Fayetteville State University employees to report instances of suspected non-compliance outside the normal chain of command in a manner that preserves confidentiality and assures non-retaliation.

[Ethics Helpline - Fayetteville State University Ethics Helpline \(highq.com\)](https://highq.com)

AUDIT AND COMPLIANCE HOTLINE

Confidentially report financial, fraud, ethical, and compliance concerns. The hotline is open 24 Hours a day, 365 days a year.

[\(910\) 672-1400](tel:9106721400)

Elizabeth Hunt, JD, LPEC
Assistant Vice Chancellor for Risk and Compliance
Equity@uncfsu.edu

Fayetteville State University



Coffee & Cocoa with Compliance

Awareness- Recognition- Reinforcement

Celebrating Compliance & Ethics Week

Location: Rudolph Jones Student Center 132

When: November 09, 2023

Time: 9AM-11AM

Come meet your Compliance Leaders and enjoy a warm beverage with a special treat!

Join us for coffee, cocoa, and pastries while enjoying the last day of Compliance and Ethics Week.

For more information 910-672-1043 or by email: Equity@uncfsu.edu

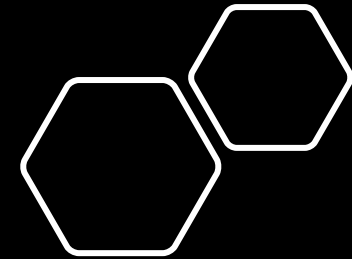


#BRNCOSINCOMPLIANCE



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All is welcome to attend



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