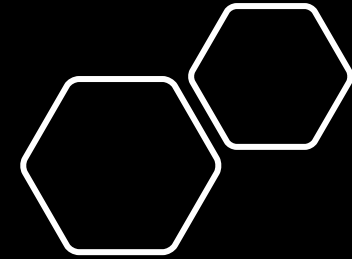


Compliance and Ethics Week
2023

#BroncosinCompliance



Day 3

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.



The primary duties of the Fayetteville State University Ombuds Office are to work with faculty, staff, and students to explore and assist them in determining options to help resolve conflicts, problematic issues, or concerns. The office also brings systemic concerns to the attention of the organization for resolution. FSU is the first HBCU in the University of North Carolina System with an ombuds office.

A member of the International Ombuds Association (IOA), the FSU office adheres to the four Standards of Practice.:

- **Confidential:** Ombuds maintain the privacy of the identity of visitors to the office as well as the content of their conversations. With a visitor's permission, the Ombuds Office may contact individuals within the institution whose help is necessary to resolve a problem. Ombuds Office staff do not testify in formal proceedings. The only exception to this privilege of confidentiality is where there appears to be imminent risk of serious harm, and where there is no reasonable option other than disclosure. Whether this risk exists is a determination to be made by the Ombudsman.
- **Informal:** All members of the college/university community have a right to consult voluntarily with the Ombuds Office. The office has no authority to make decisions on behalf of the institution and maintains no official college/university records.
- **Neutral or Impartial:** Ombuds have no personal interest or stake in and incur no personal gain or loss from the outcome of any disputes. Ombuds avoid situations that may cause or result in conflicts of interest.
- **Independent:** The FSU ombuds exercises total discretion regarding his responsibilities. He is not part of and does not take part in any administrative or formal complaint processes.

Compliance Alerts! Athletics Booster Regulations

Interaction with Prospects

Since coaches must be certified to recruit and are the only permissible off-campus recruiters, a representative of the institution's athletic interest:

MAY NOT make in-person, on-campus or off-campus recruiting contacts with prospective student-athletes, their relatives, or legal guardians. This prohibition includes written and telephone communications.

MAY NOT contact prospective student-athlete's coaches, principals or counselors in an attempt to evaluate the prospective student-athletes.

MAY NOT visit the prospective student-athlete's school to acquire film or transcripts for purposes of evaluating their athletic or academic eligibility.

MAY NOT entertain, provide tickets or gifts and other benefits to a junior or senior in high school, prep school, or two-year college coaches, athletic director or for any other individual responsible for teaching or directing an activity in which a prospective student-athlete is involved.

MAY NOT contribute to the payment of registration fees for prospective student-athletes to attend summer sports camps.

MAY NOT mail anything, including newspapers, posters, programs, media guides, clippings, etc. to prospective student-athletes.

MAY NOT contribute to the payment of transportation costs for prospective student-athletes or their relatives or friends to visit the campus. This includes commercial or private transportation by car, train, or plane.

MAY NOT contact enrolled student-athletes at other four-year colleges to explore the possibilities of them transferring to the university and its athletic programs.

As a representative of the institution's athletic interest, you:

MAY notify our coaches about prospects in your area that may be strong additions to our teams.

MAY Attend high school, two year college athletic contests, or other events where prospects may compete, however, you may NOT contact the prospect or the prospect's relatives.

MAY continue existing friendships with families of prospects, but you may NOT attempt to recruit the prospect.

MAY employ prospective student-athletes the summer after they have signed a National Letter of Intent.

As a representative of the university's athletic interests, you may NOT:

Provide a student-athlete with extra benefits or services including, but not limited to:

- a loan of money
- a guarantee of bond
- the use of an automobile
- signing or co-signing a note with an outside agency to arrange a loan.
- Make services available to a student-athlete (e.g., movie tickets, dinners, use of a car) from commercial agencies (e.g., movie theaters, restaurants, car dealers) without charge or at reduced rates.
- Provide a student-athlete with a special discount, payment arrangement or credit on a purchase or service.
- Provide a student-athlete with professional services without charge or at a reduced cost.
- Allow a student-athlete to use a telephone or credit card without charge or at a reduced cost;
- Serve as a "sponsor" or "family" for enrolled student-athletes.

To keep the community informed, all **Compliance Alerts!** are maintained on the University's Compliance and Enterprise Risk Management webpage. [Compliance Alerts \(uncfsu.edu\)](https://www.uncfsu.edu/compliance-alerts)

Athletics Booster Regulations

For an enrolled student-athlete, a booster may:

Invite an entire team to your home for a meal. The meal, which may be catered, should be limited to infrequent or special functions. (Holidays, Birthdays etc.) Boosters are permitted to give a student-athlete(s) transportation to their homes on these occasions (local transportation only).

Invite an entire team for dinner when the team is visiting your area for an away athletics contest. This meal may take place at a booster's home or at a restaurant. (Student-athletes are allowed certain benefits as a team that they are not permitted as individuals)

Athletics representatives (boosters) may employ prospective student-athletes, provided the following criteria are met:

The arrangement of employment by an institution or booster for a prospect shall be permitted, provided the employment does not begin prior to the completion of the prospect's senior year of high school.

The institution or booster may employ a prospect enrolled as a full-time student in a two-year college provided the employment does not begin prior to the time period in which the prospect has officially withdrawn from or has completed the requirements for graduation at the two-year-college.

An institution or its athletics representatives (boosters) shall not provide a prospect free transportation to and/or from a summer job unless it is the employer's established policy to transport all employees to and/or from the job site.

The job is a legitimate employment situation.

The prospective student-athlete is paid the going rate.

A Booster Employing a Currently-Enrolled Student-Athlete:

NCAA Criteria for Specific Employment Situations

- Compensation may be paid to the student-athlete.
- Only for work actually performed.
- At a rate commensurate with the going rate in that locality for similar services.

Compliance & Ethics Week: Day 3

Training Videos

Click the links to watch the compliance videos

- [Accessible Video: Caption, Search, and Compliance Strategies \(csod.com\)](#)
- [Communication for Inclusion \(Faculty and Staff\) \(csod.com\)](#)
- [ACCESS CORNERSTONE HERE](#)

Real or Reel

Explore Compliance or ethics scenarios and guess whether they happened real life or TV/movies



<https://forms.office.com/r/xvuUnHbned>

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

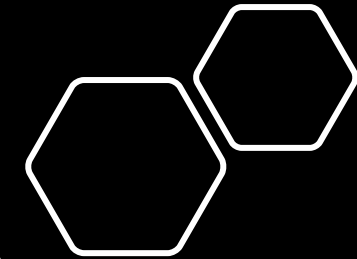


#BRNCOSINCOMPLIANCE



Division of Legal, Audit, Risk & Compliance

All is welcome to attend



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