



FLORIDA STATE UNIVERSITY
REAL ESTATE FOUNDATION

Business Ethics and Conduct Policy

Effective Date: 05/01/2017

The successful operation and reputation of the Florida State University Real Estate Foundation (Real Estate Foundation) is built upon the principles of fair dealing and ethical conduct of our employees. Our reputation for integrity and excellence requires careful observance of the spirit and letter of all applicable laws and regulations, as well as a scrupulous regard for the highest standards of conduct and personal integrity.

Employees owe a duty to the Real Estate Foundation, the University, and alumni to act in a way that will merit the continued trust and confidence of the public.

The Real Estate Foundation will comply with all applicable laws and regulations, including the Code of Ethics for Public Officers and Employees, Chapter 112, Florida Statutes, and University Regulations, Policies and Guidelines. The Real Estate Foundation expects its directors, officers, and employees to conduct business in accordance with the letter, spirit, and intent of all relevant laws and to refrain from any illegal, dishonest, or unethical conduct.

In general, the use of good judgment, based on high ethical principles, will guide you with respect to lines of acceptable conduct. If a situation arises where it is difficult to determine the proper course of action, the matter should be discussed openly with your immediate supervisor, the Real Estate Foundation President, Real Estate Foundation Audit Committee Chair, and the University Office of the General Counsel for advice and consultation.

Compliance with this policy of business ethics and conduct is the responsibility of every Real Estate Foundation employee. Disregarding or failing to comply with this standard of business ethics and conduct could lead to disciplinary action, up to and including termination of employment.