



**RUTGERS**  
THE STATE UNIVERSITY  
OF NEW JERSEY

## Can I Be the Good Cop this Time?

Building Trust without Sacrificing Compliance

John Hughes, CCEP

Casey Woods, Esq.



Can I Be the Good Cop this Time?

### Say Hello to the Bad Guy



- "Vicious Compliance"
- How to manage competing roles
- Focus on Strengths
- Key steps towards simple solutions


## "Vicious Compliance"




## The Seven Essential Elements of the US Sentencing Guidelines

- Conducting internal monitoring and auditing
- Implementing written standards and procedures
- Designating a compliance officer or contact
- Conducting appropriate training and education
- Responding promptly to detected offenses and taking corrective action
- Maintaining open lines of communication
- Enforcing well-publicized disciplinary standards

# Automation is an Option



**RUTGERS** Ethics Armor

 Login

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**HOME**

Home

Advanced Search

**Home**

No Rems to display

**Shortcuts**

Policy Library

Plain Language Guide

Code of Conduct

Scholarly Capacity FAQ

QAQ Staff Policy

QAQ RBHS Policy

QAQ Faculty Policy

## Rutgers Ethics Armor Program


The new Ethics Armor provides a streamlined ethics reporting system. From the menu on the left, faculty and staff will be able to access the policies that drive the program and FAQs on certain requirements. Faculty and staff are able to access each of the required forms on the system and complete each one electronically. Tutorials on the use of the program are available at the ethics website: <http://erm.rutgers.edu/departments/rutgersEthics.html>

Rutgers, the premier public research university in New Jersey, is a steward of the public trust. As university and public employees, we must take care to exhibit the highest ethical standards of conduct in carrying out our duties and to avoid rigorously any conduct that might produce even the appearance of the misuse of our Rutgers positions to further our own personal interests.

The New Jersey Conflicts of Interest Law, which is generally applicable to all public employees, emphasizes the need to educate public employees in ethical standards. Accordingly, Rutgers has introduced this Ethics Armor platform to assist faculty and staff in complying with these requirements and all faculty and staff are urged to cooperate and participate in this effort.

**NOTE: A system maintenance window is scheduled for Fridays after 11:00 AM. Rutgers employees and users are encouraged to plan accordingly to avoid that maintenance window as the system may be unavailable.**

If you have questions about the program please contact the Rutgers Ethics Office at [ethics@ca.rutgers.edu](mailto:ethics@ca.rutgers.edu).



# Get Your Story Straight


**The Conflict Courier**

"All the conflicts to fit your interest."

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## ETHICS HERO

### SCARLET KNIGHT DOES RIGHT

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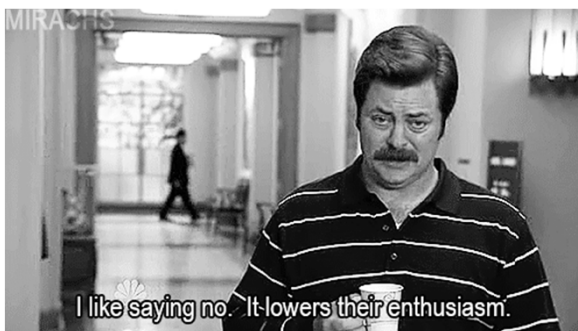
The university has a "Code of Ethics" which has been approved by the State. The university also has policies which underscore that ethical behavior is a basic requirement of faculty and staff in all aspects of the conduct of their duties.

The conflicts of interest law provides principles that are generally applicable to all employees as well as standards and prohibitions to guide public employee conduct. The statute

## Balancing Competing Roles



## Karma Police



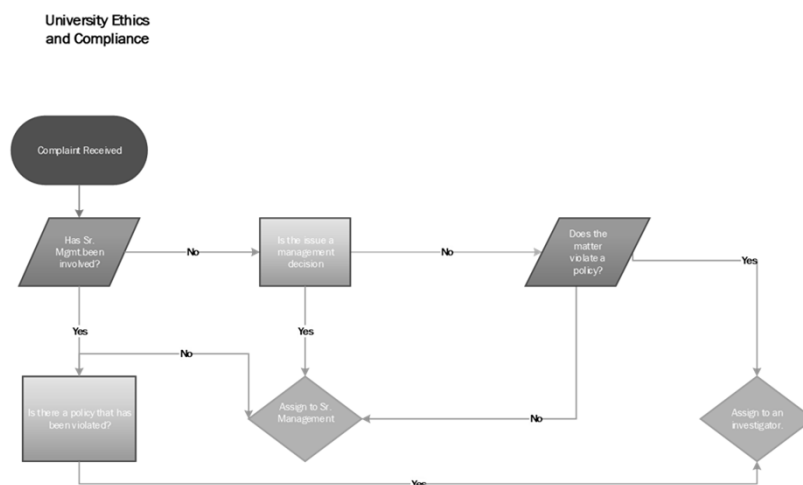
- Lead with the strengths
- Focus on the positives
- Tailor your Training to your audience
- Tell people what they are doing RIGHT

## Don't Fake It

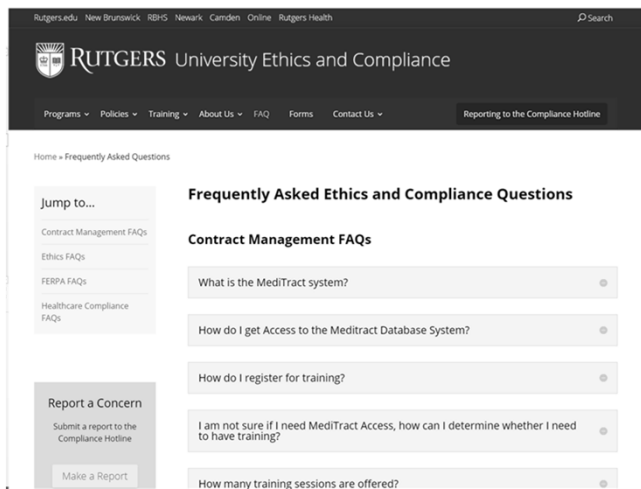
- Be honest, and keep expectations realistic
- Encouragement goes a long way
- Let them know that you are a resource



## Complaint Department



## Just the FAQs



## Carrot vs. Stick



## Thought Police



## Questions?



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RU Ethics



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