Plant Operations’ Lead Team endorsed the Division’s Mission and Vision Statement and its Guiding Principles. The excerpt below regarding Integrity is intended to provide some guidance on ethical behavior.

Integrity – How we do our work and how we relate to each other are of paramount importance. Our conduct must conform to the highest, uncompromising standards of trustworthiness and character. We will never knowingly make decisions that harm people or that are not in the best interests of the Division or the University of Michigan.

-Plant Operations’ Guiding Principles

In making decisions, the elaboration below may be helpful.

**When trying to determine ethical behavior, apply the following questions:**

Is the action legal? If not, the test ends here. No one in Plant Operations is authorized to break the law.

Does it match our Guiding Principles? If not, management guidance is required.

How would it look to our customers or family if they knew all of the details?

If it passes tests 1 through 3, but you know it is wrong, do not do it.

If you are not sure, ask.

If you think something may be wrong, keep asking until you get an authoritative answer.