



“Culture of Ethics”

Each employee will be given a copy of, or access to, the Foundation’s Code of Ethics and Standards of Conduct. Each employee will be given periodic training and educational sessions designed to highlight all or specific parts of the Foundation’s Ethics Program and Standards of Conduct. New employees will receive written, live, or videotape instructions on the same subject. Each employee is responsible for obtaining the information necessary to follow directives in this document and for reporting to management any observed or suspected deviations from policies.



Many of the standards discussed in this document reference U.S. government legislation and regulations, as well as Foundation policies. These referenced materials are available through Foundation management, the Foundation Human Resources personnel, or the appropriate **Foundation Ethics Officer**.

You may also send your complaint to:

- rfhotline@odu.edu
- **Research Foundation Ethics Officer
Hope Fowler at 757-683-7238 or email
[hfowler@odu.edu](mailto:hfover@odu.edu)**
- Referenced government publications, regulations, or hotlines can be obtained utilizing standard internet search engines.

You may also contact the Foundation legal counsel (Daniel R. Weckstein @ VANDEVENTER BLACK LLP, at (757) 446-8610 or email to dweckstein@vanblacklaw.com).