



KEAN

### **Disciplinary Actions for Ethics Violations**

All State employees are mandated to follow the rules included in such statutes as the Uniform Ethics Code and the New Jersey Conflicts of Interest Law. Employees who violate the State Uniform Ethics Code are also subject to disciplinary action. Any time there is a violation of the Uniform Ethics Code, you must first contact your Ethics Liaison officer. Investigation procedures will then be determined by the NJ State Ethics commission and the Ethics Liaison Officer. If a violation is found, the University can take formal disciplinary action against the employee, upon receiving approval from the New Jersey State Ethics Commission. Appropriate action can vary from official reprimand to removal, and may also include the imposition of fines.