Commitment to a culture of trust.
Every member of the UTMB community has a responsibility to fulfill obligations with compassion and respect with all members subject to the same rules and conduct. We work collaboratively toward a common goal of ensuring a safer and more efficient academic health institution. We immediately address lapses in behavior, such as intimidation, tirades, language that is disrespectful or demeaning, and comments that undermine a patient's trust. We provide constructive feedback to promote personal insight and self-improvement. We respond to all communications in a timely manner and never write inappropriate comments, especially in the medical record impugning the work of others. We never retaliate against any member of the UTMB community who reports a violation of the commitments outlined in this charter.

Commitment to diversity.
Every member of the UTMB community seeks to understand differences and honors personal choices. We do not discriminate against each other or those whom we serve.

Commitment to competence and growth.
Every member of the UTMB community commits to lifelong learning. We are personally responsible for maintaining the knowledge, skills and attitudes necessary to be the very best we can be.

Commitment to confidentiality.
Every member of the UTMB community protects the privacy of personal and sensitive information about patients, families, co-workers, research participants, students and the institution. We are responsible for earning the trust and ensuring the safety of our community.

Commitment to honesty.
Every member of the UTMB community values truth and accountability. We act with integrity in our day-to-day activities. When we make mistakes, we acknowledge them and take corrective action. We never falsify patient documentation, including copying and pasting medical information, or plagiarizing academic work.

Commitment to the responsible use of resources.
Every member of the UTMB community is a good steward of the resources entrusted to the university. We use money, equipment, time, and space responsibly.

Commitment to value.
Every member of the UTMB community is dedicated to the continuous improvement of all programs and services to achieve the best results for patients, students, the workforce and our stakeholders. We seek to develop our capacity to deliver the best care, advance health education, promote preventive medicine and advocate public health policy.

Commitment to appropriate relations.
Every member of the UTMB community avoids using a position of power to unfair advantage. We recognize the inherent vulnerability of individuals who enter into educational, research, employment and therapeutic relationships and never exploit our position for any personal advantage.

Commitment to manage conflicts of interest.
Every member of the UTMB community recognizes, discloses, and addresses real or perceived conflicts of interest. We work to maintain institutional and professional integrity.

Commitment to the appropriate discovery and use of knowledge.
Every member of the UTMB community embraces ethical practice related to the acquisition, use and dissemination of knowledge. We have a duty to uphold scientific standards.