

Integrity

The Quaker testimony of Integrity asks us to aspire to personal wholeness, honesty, and truthful living. Integrity means completeness or one-ness and implies a commitment to speaking our truth. Integrity nourishes our trust in one another, allowing us to rely on one another and others to rely on us. It means openly and honestly engaging with each other and recognizing and working to change our conscious and unconscious biases.

Academic integrity is particularly important in educational communities. These communities rely on all members pursuing truth honestly, scrupulously crediting the work of others, and taking credit only for one's own work and discoveries.

Integrity calls us to be truthful, honest, and fair and to take responsibility for our actions and decisions. We strive to be respectful and honest in our evaluations of each other's work and behavior. We strive to undertake all our commitments and responsibilities in good faith. We aim to hold each other mutually responsible for living according to our principles and policies. We strive to become aware of our unconscious bias and prejudice and confront them so that they do not compromise our Integrity. **Earlham College students exemplify honesty, honor, and respect for the truth in all of their dealings. Integrity calls us to be truthful, honest, and fair and to take responsibility for our actions and decisions. Conduct that violates this value includes, but is not limited to:**

1. **Falsification.** Knowingly furnishing or possessing falsified or forged materials, documents, accounts, records, identification, or financial instruments;
2. **Unauthorized Access.** Unauthorized access to any College building (i.e., keys, cards, etc.) or unauthorized possession, duplication, or use of means of access to any college building or failing to report a lost College identification card or key in a timely manner;
3. **Collusion.** Action or inaction with another or others that violates the Commitment to Community;
4. **Violations of Trust.** Violations of positions of trust within the community (i.e., sharing confidential student information with others as a result of student employment or elected role, fiscal mismanagement of organization funds, permitting others into College offices or confidential spaces, or similar);
5. **Election Tampering.** Tampering with the election of any College-recognized student organization (the Earlham Student Government addresses minor election code violations);
6. **Taking of Property.** Intentional and/or unauthorized taking of College property or the personal property of another – including goods, services, and other valuables;
7. **Stolen Property.** Knowingly taking or maintaining possession of stolen property;
8. **Misuse of College Property or Resources (#18 - Fronting also included in this action).** Knowingly using College property, vehicles, materials, and/or human or financial resources in violation of their intended purpose or mission and/or in violation of the terms of use;