



# **UNIVERSITY SYSTEM OF GEORGIA (USG)** **COMPLIANCE AND ETHICS CHARTER**

## **Introduction**

The Compliance and Ethics Program promotes an organizational culture that encourages ethical conduct and a commitment to compliance with the law. The Compliance and Ethics Program also assists the Board, the Chancellor, and institution leadership prevent and detect criminal conduct by University System of Georgia (USG) employees involving USG institutions through exercising due diligence. Board Policy 7.12 Compliance, and Board Policy 8.2.18.1 USG Ethics Policy serve as the primary policy framework for the Compliance and Ethics Program.

## **Role of the Compliance Function**

The USG Compliance and Ethics Program (Compliance) is responsible for directing the USG Compliance function which oversees the management of USG-specific compliance risks. Compliance advises the Board, the Chancellor, and System/institution leadership on significant compliance risks and action steps to mitigate significant compliance risks across the USG. The Chief Audit Officer (CAO) is responsible for providing system-wide coordination and support to USG institutional compliance functions through the Assistant Vice Chancellor (AVC) of Ethics and Compliance. Finally, Compliance may conduct compliance investigations and reviews across the USG as needed to discharge an effective compliance program.

## **Organizational Responsibilities**

1. The CAO and AVC of Ethics and Compliance are responsible for providing functional coordination and guidance for System-wide compliance activities that include:
  - a) Attend meetings of the Committee and Board as required.
  - b) Oversee the establishment of a USG compliance and ethics function, and support the establishment of institutional compliance and ethics functions.
  - c) Periodically report to the Committee on significant compliance and ethics activities, to include compliance reviews and the status of reports of non-compliance.
2. USG compliance and ethics professionals shall implement a compliance and ethics program consistent with the federal government's definition of an Effective Compliance and Ethics Program as outlined in Board Policy 7.12. Additionally, compliance and ethics program personnel shall comply with the Code of Ethics for Compliance and Ethics Professionals as adopted by the Society of Corporate Compliance and Ethics.

## **Compliance and Ethics Program Responsibilities**

The compliance and ethics program responsibilities include:

1. Develop and manage a USG compliance and ethics function to manage USG-specific compliance risks;
2. Advise the Board, the Chancellor, and institution management on significant campus or USG compliance risks and provide action steps to mitigate significant compliance risks;
3. Coordinate and support USG institutional compliance functions;

4. Conduct compliance investigations and reviews as needed to discharge an effective compliance and ethics program.
5. Receive reports of alleged employee malfeasance and ensure those reports, in consultation with the CAO and Chief Legal Officer, are forwarded to the Attorney General's Office, or other appropriate law enforcement or prosecutorial office, for further investigation.

**Authorization**

To the extent permitted by law, USG Compliance and Ethics Program personnel shall have full access to all activities, records, properties, and personnel within the USG to include cooperative organizations created to serve the USG and/or its institutions. USG Compliance and Ethics Program personnel are authorized to review and appraise all policies, plans, and procedures. Documents and other materials provided to USG Compliance and Ethics Program personnel will be handled in the same prudent manner as handled by those employees normally accountable for them.

Approved by the Board of Regents of the University System of Georgia on January 13, 2026:

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David B. Dove  
Chair of the Board of Regents

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Date

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Jim K. Syfan  
Chair of the Committee on Internal Audit,  
Risk, and Compliance

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Date

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Dr. Sonny Perdue  
Chancellor

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Date