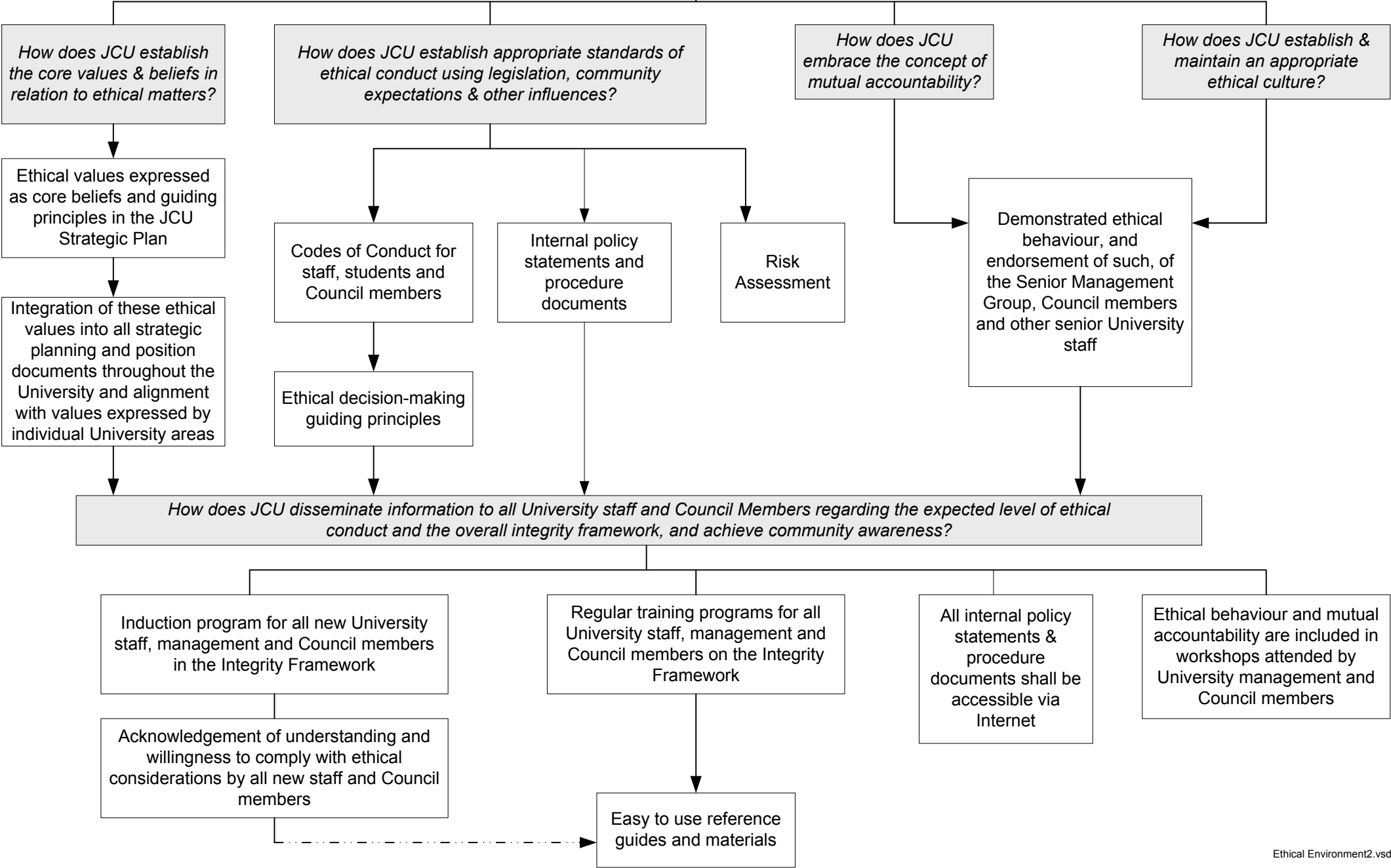


**ETHICAL ENVIRONMENT**  
*How does JCU set, codify and promulgate the ethical tone?*



**ASSURANCE ENVIRONMENT**  
*How does JCU monitor and review achievement of expected standards of conduct and integrity?*

*How do responsible officers and management monitor ethical activities by function within their operational area?*

Day to day oversight by responsible officers and management of operational activities

Monitoring ethical performance against strategic and operational plans

*How is performance reviewed against individual staff ethical standards?*

Review performance through the Performance Management Program which incorporates ethical considerations included in local strategic and operational plans and position documents

*What systems are in place to ensure that the standards are complied with?*

Governance processes and control activities developed to ensure that internal policy statements and statutory requirements are met

Regular review of processes and systems to ensure effectiveness and relevance

*What independent assurance is available to management that standards have been achieved?*

Reviews conducted by Audit and Assurance Unit

External party reviews

As part of normal Audit and Assurance Unit activities

Inclusion of specific ethical conduct reviews within annual Audit and Assurance Unit work program

# ACCOUNTABILITY AND IMPROVEMENT ENVIRONMENT

*How does JCU deal with and learn from instances where expected standards of conduct and integrity are not met?*

