

Compliance Gazette

Special Edition

November 2025 • Issue 24

A Tradition of Awareness

Compliance, Ethics and Privacy month was first conceptualized in 2002 with "Compliance Awareness Week" initiated by Carolinas HealthCare System. This later evolved into the inaugural "National Corporate Compliance and Ethics Week" in 2005, launched jointly by the Society of Corporate Compliance and Ethics (SCCE) and the Health Care Compliance Association (HCCA). Since then, universities, healthcare systems, corporations and organizations across the nation have embraced this annual week of learning and recognition.

A Unified Voice

Continuing this tradition, UF Compliance and Ethics has partnered with UF Health Compliance & Privacy Services and Compliance Partners across the enterprise to bring you this special edition of the Compliance Gazette. Our shared mission is to spark dialogue, refresh essential knowledge and provide engaging compliance, ethics and privacy activities throughout the month of November.

An Invaluable Opportunity

Compliance, Ethics and Privacy month offers a pivotal platform to highlight the laws, regulations and ethical principles governing our daily operations. It allows us to honor the Compliance Superstars whose tireless efforts uphold UF's standards and nurture an institutional culture of integrity. Moreover, it encourages an open exchange - a chance to ask questions, explore resources and deepen our collective commitment to ethical conduct.

We invite you to join this conversation and participate actively in the insightful and interactive content curated for the UF community.

What's Inside?

Welcome from the CCO

Pg 2

UFCE Office Updates

Pg 7-8

Compliance Superstars

Pg 4

Training Opportunities

Pg 9

UF Health Events

Pg 5-6

Just for Fun

Pg 10-11

Welcome from the CCO!



Chelsey J. Clements, J.D., CCEP
Chief Compliance, Ethics and Privacy Officer

We are pleased to welcome three new members to the UF Compliance and Ethics team: Lauren Wallace, J.D., Kiersten Sadlier, J.D. and Jeanna Johnson. Their expertise will prove invaluable as we enhance processes to better support ethical conduct across the UF enterprise. We look forward to the fresh perspectives of our new team members as we focus on upholding our institution's commitment to integrity.



New Staff:

Lauren Wallace, J.D. brings extensive Title IX expertise from prior compliance and investigation oversight roles at the University of Central Florida. Her background includes conducting over 140 university investigations, developing training curricula and implementing initiatives to strengthen Title IX policies and procedures.

Previously a criminal prosecutor supporting survivors of intimate partner violence, Lauren's passion for justice fuels her commitment. She holds a Juris Doctorate from the University of the District of Columbia and a Bachelor of Arts from West Virginia University.

As UF's Title IX Coordinator, Lauren spearheads efforts across the UF enterprise addressing sex-based misconduct through education, prevention programs and equitable response protocols. Her seasoned leadership, depth of knowledge and victim-centered approach will prove to be an invaluable asset.

Kiersten Sadlier, J.D. brings a solid understanding of legal frameworks and a strong interest in regulatory interpretation and compliance within higher education. She earned her Juris Doctorate from Florida State University College of Law in 2025, following a Bachelor of Arts from the University of Florida in 2022.

Her professional interests include policy analysis, ensuring fairness in investigative processes and exploring how legal standards shape decision-making in higher education. She supports the university's ongoing Title IX compliance efforts and conducts impartial investigations that adhere to university policy and federal regulations.

New Roles:

Jeanna Johnson brings over 15 years of HR experience and a passion for compliance to her new role as Compliance Coordinator. While not new to UF, Jeanna recently transitioned from the Strategic Talent Group within UFHR. She holds a Professional in Human Resources (PHR) certification and is pursuing her Master of Studies in Law from the UF Levin College of Law. In her coordinator role, Jeanna focuses on managing various projects, compliance and ethics-related training, HR duties for UF Compliance & Ethics, and outreach efforts. Her expertise in both human resources and interest in regulatory compliance uniquely position her to help ensure the university upholds the highest ethical standards across all operations.

COMPLIANCE Superstars



Jim Kirkconnell, Assistant Counsel in the Office of the General Counsel, was nominated by Chelsey Clements, Chief Compliance, Ethics and Privacy Officer, for his exceptional work with the Compliance Hotline. Jim's expertise and responsiveness have been instrumental in ensuring that reports are reviewed and addressed promptly, accurately and in accordance with legal and policy requirements. His thoughtful guidance and collaborative approach strengthen UF's culture of integrity and accountability, helping ensure that every concern raised through the hotline is handled with fairness and care that reflect the university's highest compliance and ethical standards. Congratulations, Jim!



Dr. Joycelyn Gravlee, Clinical Associate Professor & Director of Student Health Care Center was nominated by Dr. Rebecca DeCesare, Assistant Director of Clery Act Compliance, for her outstanding commitment to fostering compliance education and collaboration. Dr. Gravlee invited Clery Compliance, Title IX and the Office of Victim Services to present to Student Health Care Center staff, enhancing awareness of UF's compliance programs and victim support resources. She further partnered with SHCC Quality Officer Shellayna Warman and Dr. DeCesare to ensure staff met mandatory reporting requirements under the Clery Act while maintaining compliance with HIPAA and FERPA further demonstrating her dedication to ethical, informed and legally sound practices. Congratulations, Joycelyn!



Kim Auld, Accounting Specialist, and **Kathy Green**, Director of Education Administration, Quality Improvement and Accreditation, were nominated by Loren Israel, Assistant Director for Foreign Influence for their exceptional collaboration and dedication to advancing UF's compliance efforts related to foreign influence and research security. Their teamwork and attention to detail have been critical in ensuring UF's continued adherence to federal regulations and sponsor requirements. Through their commitment to accuracy, responsiveness and proactive communication, they have strengthened processes that safeguard the integrity of UF's global research enterprise and exemplified the cooperative spirit that defines UF's culture of compliance and ethics. Congratulations, Kim and Kathy!



If you know someone you would like to nominate as a future Compliance Superstar, please submit your nomination using our [Compliance and Ethics Superstar Nomination Form](#).

UF Health Events

UF Health Shands		Date	Time
UF Health Professional Park	Conference Room B107	Monday, November 3	12:00pm – 2:30pm
UF Health Psychiatric Hospital	Table Event: Conference Room 1301	Tuesday, November 4	1:30pm - 4:30 pm
Sweet Surprise - UF Health HomeCare - UF Health Florida Recovery Center		Wednesday, November 5	1:00pm - 1:30pm
UF Health Professional Park	Employee Lobby (back entrance)	Thursday, November 6	11:30am - 2:30pm
UF Health Heart & Vascular Hospital Opus Coffee		Friday, November 7	11:30am - 1:30pm
1329 Building	Lobby	Thursday, November 13	11:00am-2:00pm
South Tower Cafe	UF Health Cancer Hospital: 3rd floor Cafe	Friday, November 14	11:00am-2:00pm



UF Health Events Continued:

Outpatient Rehab Services - Sweet Surprise	Monday, November 17	1:00pm - 4:00pm
1. UF Health Rehab Center - OSMI (Sports & Orthopedics)		
2. UF Health Rehab Center - OSMI (Hand & Upper Extremity)		
3. UF Health Rehab Center for Kids - OSMI		
4. UF Health Rehab Center - Haile Plantation		
5. UF Health Rehab Center - Magnolia Parke		
6. UF Health Rehab Center for Kids - Magnolia Parke		
7. UF Health Rehab Center - Medical Plaza		
8. UF Health Center - Cardiopulmonary		

<u>UF Health Ocala Neighborhood Hospital & Clinics</u>	<u>Date</u>	<u>Time</u>
Compliance & Privacy Sweet Surprise	Tuesday, November 18	1:00pm - 2:00pm

Hazing Prevention Week!

Article by: Jaime Weiser and Dr. Rebecca DeCearse

National Hazing Prevention Week was observed from September 22 to September 26, 2025. Members of the Clery Act Compliance Office participated in several university events to support UF's prevention and awareness efforts. The team attended a faculty and staff luncheon emphasizing the importance of being an active bystander and preventing hazing across campus. They also toured the Draw the Line Museum, engaging in interactive activities, reading personal stories of hazing victims and reflecting on the alarming statistics that illustrate current hazing trends.

During the Campus Partner Fair, the Clery Act Compliance Office led an educational activity to raise awareness about the University of Florida's definition of hazing and encouraged students to identify creative ways to prevent hazing within the campus community. Team members also shared helpful resources such as the new Stop Hazing website to support ongoing prevention efforts.



Jaime Weiser, Clery Coordinator

As a requirement of the Stop Campus Hazing Act, a recent amendment to the Jeanne Clery Campus Safety Act, the university will publish the first Campus Hazing Transparency Report this December which will include summarized findings for any Student Organization, as defined by UF, found responsible for violating UF's Student Code of Conduct in connection with Hazing. For more information about the university's hazing prevention work, please check out the [Stop Hazing](#) website and UF's [Hazing Policy](#).

Drawing the Line: Defining Your Policy's True Scope

Article by: David Altman, J.D.

Does your policy apply only to UF? To UF and its Direct Support Organizations (DSOs)? To UF Health as well? What about healthcare clinics or programs branded as "UF Health" but run by UF colleges? On the surface these may seem like simple questions, but getting them right is critical to making your policy apply as intended.

When the Applicability section is unclear, too broad or out of step with UF's operational realities, it can create confusion about who the policy covers and make enforcement difficult. Key audiences may be missed or misidentified. Taking the time to define the scope clearly helps ensure the policy reaches the right people and can be implemented effectively across all the employees and units it touches.

UF's policy guidance outlines three standard Applicability options: (1) UF-wide including its DSOs and affiliated legal entities, (2) enterprise-wide meaning UF and UF Health including their DSOs and affiliated legal entities or (3) hybrid or partial scope with more specific scoping language in the body of the policy such as applying only to certain units, employee categories or shared service areas.

When choosing which to use, consider not just organizational structure but also job roles, physical location and branding as each can influence where and how the policy applies. Clarifying these issues early in the drafting process is essential to writing a policy that is clear, enforceable and practical to apply.

Youth Compliance: 2025 Summer Camp Overview

Article by: Sophia Andrews

“This program was a dream come true! Although it was extremely strong in its content, the strength of the program lies in the amazing people who make up the University of Florida College of Medicine and UF Health.” – 2025 Camp Participant, Summer Pre-Medical Professions Program

The University of Florida enterprise offers a wide variety of educational and recreational summer camps. Camps are organized and hosted by the University Athletic Association, UF Health and various UF departments. Youth Compliance provides oversight and support for camps that are hosted or sponsored by faculty and staff.

UF Youth Compliance offers consultations to discuss child safety and youth activities. If your department engages with minors, consider scheduling a consultation by using the link below. A consultation can be customized to address the needs and scope of your specific youth activity. A UF Youth Compliance consultation can be conducted one-on-one or in a group via Microsoft Teams or in person upon request.

Helpful Links:

[BOOK A CONSULTATION](#)

[CONTACT FORM](#)

[EMAIL](#)



UF YOUTH CAMPS



115
Camps



39
Overnight Camps
on Campus



10,600
Youth
Participants



1,186
Camp Staff

Training Opportunities

UFCE Learn over Lunch

Meet the UFCE Team and learn more about each of our Compliance Programs!

Join us: Friday, November 7, 2025 at 12:00pm



LEARN OVER LUNCH

COMPLIANCE AND ETHICS
UNIVERSITY OF FLORIDA

Join us on Friday, November 7th at noon for the next UFCE Learn over Lunch webinar.

The session will focus on UF Compliance and Ethics itself. Our programs, ADA, Clery Act Compliance, Compliance Hotline and IRC, Ethics, Foreign Influence, Policy, Privacy Compliance, Title IX Compliance and Youth Compliance, will each introduce themselves, explain what they do and share when to reach out for assistance. We'll also field questions in real time, making it a practical way to understand how we can support your work. Bring your lunch and curiosity, it's a great time to get to know our office. Register today to reserve your spot.

Click [here](#) to register for this webinar which will be held via zoom.

As always, the webinar will be recorded and will be available on our [Learn over Lunch](#) website for future viewing.

NEWLY RELEASED TRAININGS!

Title IX Employee Training
HIPPA Awareness

COMPLETELY REDESIGNED UPCOMING TRAININGS!

Youth Protection Training

Projected Release Date: November 17th

Compliance & Ethics Training

Projected Release Date: November 26th

Title IX Student Training

Projected Release Date: March 31st

**If your college or unit is
looking for personalized
content-specific
Compliance & Ethics
training, email
Jeanna Johnson
jeannajohnson@ufl.edu**

Can You Spot The Compliance and Privacy Violations?



Answer Key to Can you spot the Compliance and Privacy Violations?

Bonus find: Monitor facing patients in waiting area.

1. HIPAA: Doctor discussing medical results openly in patient waiting area.
2. Conflict of Interest: Patient gifting Doctor with a present.
3. Receptionist facetimeing with external party inquiring about a patient's date of birth.
4. Patient sign-in sheet with reason for visit being visible.
5. Filing cabinet with Protected Health Information open and unattended.



Phone: (352) 294-8720

E-mail: UF-Compliance@ufl.edu

Website: compliance.ufl.edu

Hotline: 1-877-556-5356



Phone: (352) 627-9050

E-mail: compliance@ufl.org | privacy@ufhealth.org

Website: bridge.ufhealth.org/compliance-services

Hotline: 1-888-329-3569