

# District Policy & Regulations

## BOARD OF EDUCATION COLUMBUS SCHOOL DISTRICT

STAFF  
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### STAFF ETHICS

The educator, believing in the worth and dignity of each human being, recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nurture of democratic principles. Essential to these goals is the protection of freedom to learn and guarantee of equal educational opportunity for all. The educator accepts the responsibility to adhere to the highest ethical standards.

The educator recognizes the magnitude of the responsibility inherent in the teaching process. The desire for the respect and confidence of one's colleagues, of students, or parents, and of the members of the community provides the incentive to attain and maintain the highest possible degree of ethical conduct. The Code of Ethics of the Education Profession indicates the aspiration of all educators and provides standards by which to judge conduct.

### PRINCIPLE I

#### Commitment to the Student

The educator strives to help each student realize his/her potential as a worthy and effective member of society. The educator therefore works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the educator:

- A. shall not unreasonably restrain the student from the independent action in the pursuit of learning.
- B. shall not unreasonably deny the student access to varying points of view;
- C. shall not deliberately suppress or distort subject matter relevant to the student's progress;
- D. shall make reasonable effort to protect the student from conditions harmful to learning or to health and safety;
- E. shall not intentionally expose the student to embarrassment or disparagement;
- F. shall not disclose information about students obtained in the course of professional service, unless disclosure serves a compelling professional purpose and is permitted by law or is required by law.

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### **PRINCIPLE II**

#### Commitment to the Profession

The education profession is vested by the public with a trust and responsibility requiring the highest ideals of professional service.

In fulfillment of the obligation to the profession, the educator – shall not:

- A. in an application for a professional position deliberately make a false statement or fail to disclose a material fact related to competency and qualifications;
- B. misrepresent his/her professional qualifications;
- C. assist entry into the profession of a person known to be unqualified in respect to character, education or other relevant attribute;
- D. knowingly make a false statement concerning the qualifications of a candidate for a professional position;
- E. disclose information about colleagues obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law;
- F. knowingly make false or malicious statement about a colleague;
- G. accept any gratuity, gift, or favor that might impair or appear to influence professional decisions or actions.
- H. Commit an unlawful act while on duty.

Employees should:

- I. avoid conduct and associations outside the school which, if known, could have an adverse or harmful effect upon the school community.
- J. refrain from expressions that would disrupt harmony among their co-workers or interfere with the maintenance of discipline by school officials.

### **Staff Conflicts of Interest**

No employee of the School District may have a substantial interest in any contract, purchase of materials, or any other transaction involving School District funds except as provided by law.

The Board advises private disclosure of pecuniary interest less that substantial, which any employee of the District may have in any transaction involving School District funds.

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### Business-Related Gratuities

No employee of the School District will accept gifts from any person, group, or entity doing, or desiring to do, business with the School District. All business-related gratuities are prohibited except nominally valued, widely distributed items.

An employee may have a less than substantial pecuniary interest in a school transaction; however the District advises employees in this situation to disclose privately what the interest is. This action will help the District avoid the appearance of any conflicts of interests.

Any staff member who violates this policy shall be subject to disciplinary action, up to and including termination.

Adopted: 08/27/98

Revised: 10/25/99, 05/18/05, 12/20/11