

RIO BRAZOS EDUCATION COOPERATIVE (RBEC)

CODE OF ETHICS AND STANDARD PRACTICES FOR EMPLOYEES

The RBEC employee shall comply with standard practices and ethical conduct toward students, colleagues, school officials, parents, and members of the community and shall safeguard academic freedom. The RBEC employee, in maintaining the dignity of the profession, shall respect and obey the law, demonstrate personal integrity, and exemplify honesty. The RBEC employee, in exemplifying ethical relations with colleagues, shall extend just and equitable treatment to all members of the profession. The RBEC employee, in accepting a position of public trust, shall measure success by the progress of each student toward realization of his or her potential as an effective citizen. The RBEC employee, in fulfilling responsibilities in the community, shall cooperate with parents and others to improve the public schools of the community.

1. Professional Ethical Conduct, Practices, and Performance.

Standard 1.1. The employee shall not knowingly engage in deceptive practices regarding official policies of the school district or educational institution.

Standard 1.2. The employee shall not knowingly misappropriate, divert, or use monies, personnel, property, or equipment committed to his or her charge for personal gain or advantage.

Standard 1.3. The employee shall not submit fraudulent requests for reimbursement, expenses, or pay.

Standard 1.4. The employee shall not use institutional or professional privileges for personal or partisan advantage.

Standard 1.5. The employee shall neither accept nor offer gratuities, gifts, or favors that impair professional judgment or to obtain special advantage. This standard shall not restrict the acceptance of gifts or tokens offered and accepted openly from students, parents, or other persons or organizations in recognition or appreciation of service.

Standard 1.6. The employee shall not falsify records, or direct or coerce others to do so.

Standard 1.7. The employee shall comply with state regulations, written local school board policies, and other applicable state and federal laws.

Standard 1.8. The employee shall apply for, accept, offer, or assign a position or a responsibility on the basis of professional qualifications.

2. Ethical Conduct Toward Professional Colleagues.

Standard 2.1. The employee shall not reveal confidential health or personnel information concerning colleagues unless disclosure serves lawful professional purposes or is required by law.

Standard 2.2. The employee shall not harm others by knowingly making false statements about a colleague or the school system.

Standard 2.3. The employee shall adhere to written local school board policies and state and federal laws regarding the hiring, evaluation, and dismissal of personnel.

Standard 2.4. The employee shall not interfere with a colleague's exercise of political, professional, or citizenship rights and responsibilities.

Standard 2.5. The employee shall not discriminate against or coerce a colleague on the basis of race, color, religion, national origin, age, sex, disability, or family status.

Standard 2.6. The employee shall not use coercive means or promise of special treatment in order to influence professional decisions or colleagues.

Standard 2.7. The employee shall not retaliate against any individual who has filed a complaint with the SBEC under this chapter.

3. Ethical Conduct Toward Students.

Standard 3.1. The employee shall not reveal confidential information concerning students unless disclosure serves lawful professional purposes or is required by law.

Standard 3.2. The employee shall not knowingly treat a student in a manner that adversely affects the student's learning, physical health, mental health, or safety.

Standard 3.3. The employee shall not deliberately or knowingly misrepresent facts regarding a student.

Standard 3.4. The employee shall not exclude a student from participation in a program, deny benefits to a student, or grant an advantage to a student on the basis of race, color, sex, disability, national origin, religion, or family status.

Standard 3.5. The employee shall not engage in physical mistreatment of a student.

Standard 3.6. The employee shall not solicit or engage in sexual conduct or a romantic relationship with a student.

Standard 3.7. The employee shall not furnish alcohol or illegal/unauthorized drugs to any student or knowingly allow any student to consume alcohol or illegal/unauthorized drugs in the presence of the employee.

I have read and understand the expected code of ethics and standard practices for all employees of the Rio Brazos Education Cooperative.

Signature: _____

Date: _____