



Book	Policy Manual
Section	3000 Professional Staff
Title	CODE OF ETHICS
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### 3210.01 - **CODE OF ETHICS**

Society has charged public education with trust and responsibility that requires of professional educators the highest ideals and quality service. The Michigan State Board of Education Code of Ethics articulates the ethical standards to which District staff are expected to adhere in their job performance.

All members of the Board, and district employees, regardless of their position, because of their dual roles as public servants and educators are to be bound by Code of Ethics. Adherence to the Code of Ethics shall create an environment of honesty and integrity and aid in achieving these common missions for all District students, to provide a high quality education and to improve their health, safety and wellbeing.

As stated in the Michigan Professional Educator's Code of Ethics:

Ethical Standards: The following ethical standards address the professional educator's commitment to the student and the profession.

A. Service toward common good

Ethical Principle: The professional educator's primary goal is to support the growth and development of all learners for the purpose of creating and sustaining an informed citizenry in a democratic society.

B. Mutual respect:

Ethical principle: Professional educators respect the inherent dignity and worth of each individual.

C. Equity

Ethical principle: Professional educators advocate the practice of equity. The professional educator advocates for equal access to educational opportunities for each individual.

D. Diversity

Ethical principle: Professional educators promote cross-cultural awareness by honoring and valuing individual differences and supporting the strengths of all individuals to ensure that instruction reflects the realities and diversity of the world.

E. Truth and honesty

Ethical principle: Professional educators uphold personal and professional integrity and behave in a trustworthy manner. They adhere to acceptable social practices, current state law, state, and national student assessment guidelines, and exercise sound professional judgment.

**Personnel Matters**

This Code of Ethics applies to all members of the Board, administrators, teachers, and all other employees regardless of full or part time status. It also applies to all persons who receive any direct economic benefit from the District.

## Personnel Matters

## A. Confidentiality.

An educator shall comply with State and Federal laws and regulations, and Board policies relating to the confidentiality of student records. Unethical conduct includes, but is not limited to, sharing of confidential information concerning student academic and disciplinary records, personal confidences, health or medical information, family status and/or income, and assessment/testing results.

## B. Enforcement.

Enforcement will be pursuant to State law and to Board policies, which may include penalties for violations of the Code of Ethics that will be imposed pursuant to the applicable State law or Board policy.

## C. All District employees will be required to certify that the employee has read, understands, and agrees to abide by this Code of Ethics as well as the state laws and Board policies and regulations cited in the Code. A failure to sign the Certificate will not excuse a failure to comply with the Code of Ethics. The certification shall be submitted according to a process determined by the Division of Human Resources and Talent. Infractions shall be reported to the Superintendent, his/her designees, and of the Office of the Inspector General.

Employees are subject to various other laws, rules, and regulations including but not limited to this Code of Ethics which should be viewed as additive to these laws, rules and regulations. To the extent it does not in conflict with any laws, Board policies, or governmental regulations, this Code of Ethics shall control with regard to conduct. In the event of any conflict, the law, regulation, or Board policy shall control.