



428 STAFF ETHICS AND CONDUCT

I. PURPOSE

All employees of South Washington County Schools shall adhere to a high standard of ethics and conduct in the performance of their assigned duties and in relationships that affect the school district.

II. GENERAL STATEMENT OF POLICY

Staff shall assume responsibility for providing professional leadership in the school and in the community. This responsibility requires the staff to maintain standards of exemplary professional and personal conduct. Failure to comply with this policy may be the basis for disciplinary action.

III. STAFF ETHICS & CONDUCT

Staff shall set a high standard of personal conduct and will strive to:

1. Provide professional educational services in a respectful, nondiscriminatory manner.
2. Perform his or her assigned duties with honesty and integrity, to the best of their ability.
3. Give total commitment to implement and follow School Board policies and help achieve district goals adopted by the School Board.
4. Always represent the school district in a positive manner.
5. Make the well-being of students the fundamental value in all decision making and actions.
6. Take reasonable action to protect students and staff from conditions harmful to health and safety.
7. Take reasonable action to provide an atmosphere conducive to learning.
8. Not misuse professional relationships with students, parents and caregivers, staff or colleagues to private advantage.

9. Disclose confidential information about individuals only when a compelling professional purpose is served in accordance with state and federal laws, and school district policies.
10. Not knowingly falsify or misrepresent records or facts relating to the employee's qualifications, or to the qualifications of other staff or personnel.
11. Not knowingly make false or malicious statements about students, students' families, staff, or colleagues.
12. Not accept gratuities, gifts, or favors that impair professional judgment, nor offer any favor, service, or item of value to obtain special advantage or personal gain.
13. Not engage in or have a financial interest in, directly or indirectly, any activity that conflicts or raises a reasonable question of conflict with his or her duties and responsibilities.
14. Not engage in conduct involving dishonesty, fraud, or misrepresentation in the performance of professional duties.

Legal References: Minnesota Administrative Rules 3512.5200, Code of Ethics for School Administrators

POLICY ADOPTED: May 21, 2009

POLICY REVIEWED: August 2013, September 15, 2016

POLICY REVISED: September 26, 2013