

Marion County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Ethics	Descriptor Code: 5.611	Issued Date: 04/24/01
		Rescinds:	Revised: 07/12/21

1 An effective educational program requires the services of men and women of integrity, high ideals and
2 human understanding. To maintain and promote these essentials, all employees are expected to
3 maintain high standards in their school relationships by abiding by the standards set forth in this
4 policy.

5 **OBLIGATIONS TO STUDENTS¹**

6 All employees have an obligation to strive to help each student realize the student's potential as a
7 worthy and effective member of society. In fulfillment of this obligation, all employees shall:

- 8
- 9 1. Abide by all applicable federal and state laws;
- 10
- 11 2. Not unreasonably restrain the student from independent action in the pursuit of learning;
- 12
- 13 3. Provide the student with professional education services in a nondiscriminatory manner and in
14 consonance with accepted best practices known to the educator;
- 15
- 16 4. Respect the constitutional rights of the student;
- 17
- 18 5. Not unreasonably deny the student access to varying points of view;
- 19
- 20 6. Not deliberately suppress or distort subject matter relevant to the student's progress;
- 21
- 22 7. Make reasonable effort to protect the student from conditions harmful to learning or to health
23 and safety;
- 24
- 25 8. Make reasonable effort to protect the emotional well-being of the student;
- 26
- 27 9. Not intentionally expose the student to embarrassment or disparagement;
- 28
- 29 10. Not on the basis of race; color; creed; disability; sex; national origin; marital status; political or
30 religious beliefs; family, social, or cultural background; or sexual orientation, unfairly:
 - 31 (i) Exclude the student from participation in any program;
 - 32 (ii) Deny benefits to the student; or
 - 33 (iii) Grant any advantage to the student;
- 34
- 35 11. Not use the educator's professional relationship with the student for private advantage;
- 36

- 1 12. Not disclose information about the student obtained in the course of the educator’s professional
2 service, unless disclosure of the information is permitted, serves a compelling professional
3 purpose, or is required by law;
4
- 5 13. Not knowingly make false or malicious statements about students or colleagues;
6
- 7 14. Ensure interactions with the student take place in transparent and appropriate settings;
8
- 9 15. Not engage in any sexually related behavior with the student, whether verbal, written, physical,
10 or electronic, with or without the student’s consent. Sexually related behavior includes, but is
11 not limited to, behaviors such as making sexual jokes or sexual remarks; engaging in sexual
12 kidding, sexual teasing, or sexual innuendo; pressuring the student for dates or sexual favors;
13 engaging in inappropriate physical touching, groping, or grabbing; kissing; rape; threatening
14 physical harm; and committing sexual assault;
15
- 16 16. Not furnish alcohol or illegal or unauthorized drugs to the student;
17
- 18 17. Strive to prevent the use of alcohol or illegal or unauthorized drugs by the student when the
19 student is under the educator’s supervision on school or LEA premises, during school activities,
20 or in any private setting;
21
- 22 18. Refrain from the use of alcohol while on school or LEA premises or during a school activity at
23 which students are present; and
24
- 25 19. Maintain a professional approach with the student at all times.

26 **OBLIGATIONS TO PROFESSION (For Certified Employees)²**

27 All certified employees in the District have an obligation to exert every effort to raise professional
28 standards, to promote a climate that encourages the exercise of professional judgment, to achieve
29 conditions which attract persons worthy of the trust to careers in education, and to assist in preventing
30 the practice of the profession by unqualified persons.

31 In fulfillment of this obligation, certified employees shall not:

- 32
- 33 1. Deliberately make a false statement or fail to disclose a material fact related to competency and
34 qualifications in an application for a professional position;
35
- 36 2. Misrepresent the educator’s professional qualifications;
37
- 38 3. Assist entry into the profession of a person known to be unqualified in respect to character,
39 education, or other relevant attribute;
40
- 41 4. Knowingly make a false statement concerning the qualifications of a candidate for a
42 professional position;
43

- 1 5. Assist a non-educator in the unauthorized practice of teaching;
- 2
- 3 6. Disclose information about colleagues obtained in the course of professional service unless the
- 4 disclosure serves a compelling professional purpose or is required by law;
- 5
- 6 7. Knowingly make false or malicious statements about a colleague;
- 7
- 8 8. Accept any gratuity, gift, or favor that might impair or appear to influence professional
- 9 decisions or actions; and
- 10
- 11 9. Use illegal or unauthorized drugs.

12 In fulfillment of this obligation to the profession, certified employees shall:

- 13
- 14 1. Administer state-mandated assessments fairly and ethically; and
- 15
- 16 2. Conduct themselves in a manner that preserves the dignity and integrity of the education
- 17 profession.

18 **DUTY TO REPORT³**

19 Any employee who has personal knowledge of a breach of any of the duties set forth in this Policy has
20 an affirmative obligation to report such breach to the employee's immediate supervisor, the Director of
21 Schools, or the Board. Such report shall be made as soon as practicable, but not later than thirty (30)
22 days after discovering such breach. Failure to report any breach as required by this Policy, or failure to
23 file a report of any criminal activity or other misconduct required by state or federal law is a breach of
24 this Policy.

Legal References

1. TCA 49-5-501(3)(D); TCA § 49-5-1003
2. TCA § 49-5-1004
3. TCA § 49-5-1006