

Bartlett City Board of Education		5024
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1 The primary function of the school system is the education of children and youth, and an effective
2 educational program requires the services of men and women of integrity, high ideals, and human
3 understanding. Each employee is expected to represent the school, the District, and the community
4 in a positive manner. To maintain and promote these qualities, employees are expected to maintain
5 high standards in all aspects of their school relationships.¹ These include, but are not limited to,
6 interactions with students, colleagues, and others as a representative of the education profession.

7 All BCS personnel serve as representatives of the Bartlett City Board of Education and are subject
8 to the BCS professional ethics standards described in this Policy. All teachers are subject to the
9 Teacher Code of Ethics defined in state law and incorporated into this Policy. Failure to meet these
10 standards of behavior will result in disciplinary action up to and including dismissal.

11 **BCS Ethics**

12 All BCS employees are responsible for adhering to the following standards of ethical behavior:

- 13 1. Maintaining just and courteous professional relationships with students, parents,
14 colleagues, and others;
- 15 2. Growing their own efficiency and professional knowledge in their fields of work;
- 16 3. Transacting all official business with the properly designated authorities of the District;
- 17 4. Establishing friendly and intelligent cooperation between the community and the District;
- 18 5. Representing the District's goals and contributions to the community;
- 19 6. Placing the welfare of children as the primary concern when making all decisions,
20 including the assignment of personnel. Placing pressure on school officials for
21 appointments or transfers is unethical;
- 22 7. Refraining from using school contacts and/or privileges to promote personal
23 enhancement of any kind, regardless of whether such enhancement is to the detriment
24 of the District. Such enhancement includes promotion of partisan politics, sectarian
25 religious views, or self-serving propaganda of any kind;
- 26 8. Abiding by established procedures to air complaints and grievances, starting with the
27 school administrator who holds administrative responsibility for addressing the concern;
- 28 9. Properly using and protecting all school property, equipment, and materials; and
- 29 10. Following all Board policies and District procedures.

30 All BCS employees shall avoid any conflict of interest or appearance of impropriety between their
31 personal interests, financial or otherwise, and the interests of the District. Concerns about conflict
32 of interest arise when employees may have the opportunity to (a) use institutional privileges for
33 personal gain or (b) influence business decisions of the District in ways that could lead to personal
34 gain or give improper advantage to the employee's family or associate(s). In cases of uncertainty,
35 an employee and/or supervisor should request a ruling from the Superintendent.

¹ T.C.A. §49-5-501; T.C.A. §49-5-1003; T.C.A. §49-5-1004

1 **Teacher Code of Ethics**

2 The Board expects BCS teachers to complete annual ethics training and to, at all times, adhere
3 to the Teacher Code of Ethics defined in state law. This Code acknowledges an educator's
4 obligations both to students and to the education profession at large.

5 An educator shall engage students in the following manner:

- 6 1. Abide by all applicable federal and state laws;
- 7 2. Not unreasonably restrain the student from independent action in the pursuit of learning;
- 8 3. Provide the student with professional education services in a nondiscriminatory manner
9 and in consonance with accepted best practices known to the educator;
- 10 4. Respect the constitutional rights of the student;
- 11 5. Not unreasonably deny the student access to varying points of view;
- 12 6. Not deliberately suppress or distort subject matter relevant to the students' progress;
- 13 7. Make reasonable effort to protect the student from conditions harmful to learning or to
14 health and safety;
- 15 8. Make reasonable effort to protect the emotional well-being of the student;
- 16 9. Not intentionally expose the student to embarrassment or disparagement;
- 17 10. Not on the basis of race; color; creed; disability; sex; national origin; marital status; political
18 or religious beliefs; family, social, or cultural background; or sexual orientation, unfairly
19 exclude the student from participation in any program, deny benefits to the student, or
20 grant any advantage to the student;
- 21 11. Not use the educator's professional relationship with the student for private advantage;
- 22 12. Not disclose information about the student obtained in the course of the educator's
23 professional service, unless disclosure is permitted, serves a compelling professional
24 purpose, or is required by law;
- 25 13. Not knowingly make false or malicious statements about students or colleagues;
- 26 14. Ensure interactions with the student take place in transparent and appropriate settings;
- 27 15. Not engage in any sexually related behavior with the student, whether verbal, written,
28 physical, or electronic, with or without the student's consent. Sexually related behavior
29 includes, but is not limited to, behaviors such as making sexual jokes or sexual remarks;
30 engaging in sexual kidding, sexual teasing, or sexual innuendo; pressuring the student for
31 dates or sexual favors; engaging in inappropriate physical touching, groping, or grabbing;
32 kissing; rape; threatening physical harm; and committing sexual assault;
- 33 16. Not furnish alcohol or illegal or unauthorized drugs to the student;
- 34 17. Strive to prevent the use of alcohol or illegal or unauthorized drugs by the student when
35 the student is under the educator's supervision on District property, during school
36 activities, or in any private setting;
- 37 18. Refrain from the use of alcohol while on District premises or during a school activity at
38 which students are present; and
- 39 19. Maintain a professional approach with the student at all times.

40 In fulfillment of an educator's obligation to his or her profession, the educator shall administer
41 state-mandated assessments fairly and ethically and shall conduct themselves in a manner that
42 preserves the dignity and integrity of the profession. The educator shall not:

- 1 1. Deliberately make a false statement or fail to disclose a material fact related to
- 2 competency and qualifications in an application for a professional position;
- 3 2. Misrepresent the educator's professional qualifications;
- 4 3. Assist entry into the teaching profession of a person known to be unqualified in respect to
- 5 character, education, or other relevant attribute;
- 6 4. Knowingly make a false statement concerning the qualifications of a candidate for a
- 7 professional position;
- 8 5. Assist a non-educator in the unauthorized practice of teaching;
- 9 6. Knowingly make false or malicious statements about a colleague;
- 10 7. Accept any gratuity, gift, or favor that might impair or appear to influence professional
- 11 decisions or actions; and
- 12 8. Use illegal or unauthorized drugs.

13 **Breaching the Teacher Code of Ethics**

14 An educator who has personal knowledge of a breach by another educator of the Teacher Code
15 of Ethics shall report the breach to the educator's immediate supervisor, Superintendent, or the
16 Board within thirty (30) days of discovering the breach.

17 Failure to report a breach of the Teacher Code of Ethics, or to file a report of any criminal activity
18 or other misconduct that is required by federal or state law, is a breach of the Teacher Code of
19 Ethics.

20 The BCS Human Resources Department shall ensure that the District conducts annual
21 professional development training concerning the Teacher Code of Ethics and its requirements.
22 The training shall address what constitutes unethical conduct.