Code of Ethics

This Code of Ethics is a guide to members in maintaining at all times the high traditions integrity of their profession including professional conduct in relation to all communication whether verbal, written or via social media.

I. MEMBER AND PUPIL

(a) The member regards as confidential, and does not divulge other than through professional channels any information of a personal or domestic nature, concerning either pupils or home, obtained through the course of professional duties.

(b) The member should be just, equitable and fair in all relationships with pupils.

(c) The member should assume responsibility for the safety and welfare of pupils, especially under conditions of emergency.

(d) The member should avoid giving offence to the moral principles of pupils and/or their parents/guardians.

(e) The member should be as objective and respectful as possible in dealing with controversial matters.

II. MEMBER AND MEMBER

(a) The member should not make defamatory, disparaging, condescending, embarrassing, or offensive comments concerning another member.

(b) The member shall not make derogatory remarks about the professional competence of another member.

(c) The member shall not accept a position arising out of the unsettled dispute between members, and their employers.

(d) The member shall not sexually, physically or emotionally harass another member. Sexual harassment shall mean any unsolicited and unwanted sexual comments, suggestions or physical contact directed to a specific member which that member finds objectionable or offensive and which causes the member discomfort on the job. As defined in the Canadian Human Rights Act harassment is a form of discrimination. It involves any unwanted physical or verbal behaviour that offends or humiliates you. Generally, harassment is a behaviour that persists over time. Serious one-time incidents can also sometimes be considered harassment.

Harassment occurs when someone:
makes unwelcome remarks or jokes about your race, religion, sex, age, disability or any other of the grounds of discrimination as defined by current language in the *Nova Scotia Human Rights Act*.

- threatens or intimidates you.
- makes unwelcome physical contact with you, such as touching, patting, pinching or punching, which can also be considered assault.

The accused member must be made aware of the nature of the objection prior to action being taken.

### III. MEMBER AND INTERNAL ADMINISTRATION

(a) The member should maintain a reasonable and professional level of support to internal administration of the school/educational site.

(b) The member responsible for internal administration should maintain a reasonable and professional level of support to the members of the staff.

(c) The member responsible for internal administration should not make any detrimental report, oral or written, on a member’s performance without first discussing the matter with the member.

### IV. MEMBER AND EXTERNAL ADMINISTRATION

(a) The member should adhere to a contract until the contract has been terminated by mutual consent, or the contract has otherwise been legally terminated. A verbal agreement is a contract.

(b) The member should not accept a salary below that which they would receive according to the scale negotiated between the NSTU and the employer.

(c) The member should not accept a salary above that which they would receive according to the scale negotiated between the NSTU and the employer, without notifying the NSTU.

### V. MEMBER AND PROFESSIONAL ORGANIZATION

(a) The member should be a member of and participate in the Nova Scotia Teachers Union.

(b) The member who in their professional capacity is a member of a committee, board, or authority dealing with matters affecting the educational program of Nova Scotia as a whole should be elected, appointed, or approved by the Nova Scotia Teachers Union.

(c) The member, or group of members, should not take any individual action in matters which should be dealt with by their Local or by the NSTU.
(d) The Local should not take any individual action in matters where the assistance of the NSTU has been sought, or in matters requiring the authorization of the NSTU.

VI. MEMBER AND PROFESSION

(a) The member should maintain their professional learning by professional development, or study, by travel or by other means which will keep them abreast of the trends in education and the world in which we live.

(b) The member should engage in no gainful employment, outside of the contract, where the employment affects adversely their professional status, or impairs their standing with students, associates, and the community.

(c) The member should not accept remuneration for tutoring their pupils except under unusual circumstances and with the approval of their supervisor or principal.

VII. MEMBER AND COMMUNITY

(a) The member should so conduct themselves in their private life that no dishonour may befall them or through them to the profession.