



# **NUNAVUT TEACHERS ASSOCIATION**

## **Code of Ethics**

## **BY-LAW 16 - CODE OF ETHICS**

### **PREAMBLE**

1. The member will strive to show consistent justice and consideration in all his or her relationships with pupils.
2. The member will strive for friendly and cooperative relationships with the home.
3. The member will adhere to any reasonable pattern of behavior accepted by the profession.
4. The member will seek to make professional growth continuous.
5. The member will observe a reasonable and judicious loyalty to his or her professional colleagues, to the administration of his or her school, and to other educational authorities.

### **MEMBER-PUPIL RELATIONSHIP**

1. A member's first responsibility is to the pupils in his or her charge.
2. A member keeps his or her teaching as objective as possible in discussing with his or her class controversial matters whether political, religious, or racial.
3. A member should always remember that the intellectual, moral, physical, and social welfare of his or her pupils is the chief aim and end of education.
4. The member shall recognize that a privileged relationship exists between the teacher and his or her pupils, and shall refrain from exploiting this relationship.
5. A member should regard as confidential and should not divulge, other than through official channels, any information of a personal or domestic nature concerning either pupils or their homes.
6. A member should at all times respect the individual rights, the ethnic traditions, and religious beliefs of his or her pupils and their parents.
7. A member should always assure the prior knowledge and consent of the pupil's regular teacher before accepting a pupil for private tutoring.
8. No member should accept remuneration for tutoring his or her own pupils unless exceptional circumstances prevail.

## **MEMBER-ASSOCIATION RELATIONSHIP**

1. A member regards it his or her right and duty to examine the conduct of all Association business and within the Association to make such criticism as the facts appear to warrant.
2. A member or a group of members does not make unauthorized individual representations to a Board of School Trustees, to a Government or any of its departments, or to any other body, concerning matters that should be dealt with by the Local Association or Regional Association, or Central Executive of the Nunavut Teachers Association.
3. A member or group of members does not make unauthorized individual representations to the Central Executive of the Nunavut Teachers Association concerning matters that should be dealt with by the Local Association or Regional Association.
4. A Local Association or Regional Association does not take independent action on matters requiring the authorization of the Nunavut Teachers Association.
5. The member who has requested the Nunavut Teachers Association to represent him or her in any dispute honors commitments made on his or her behalf by the Nunavut Teachers Association.

## **MEMBER-PUBLIC RELATIONSHIP**

1. A member will, by his or her example, make the teaching profession attractive in ideals and practices so that worthy people will want to enter it.
2. A member will perform the duties of citizenship.
3. A member will discuss controversial issues in the classroom from an objective point of view.
4. A member will share the responsibility for improving the educational opportunities for all.
5. A member has the right to hold public office and to have reasonable allowance of release and relief from duty to fulfill properly this public service. When the time required for the fulfillment of such public service is such as to interfere with the efficient execution of the individual's duties, application should be made for a leave of absence without pay from his or her position, and a member should not profit from a public post at the expense of his or her social responsibilities.
6. The member conducts himself/herself during school hours in such manner as to maintain the prestige of the profession so that no dishonor may befall him/her or his/her profession through his/her actions.

## **PROFESSIONAL DEVELOPMENT**

A member will strive to make professional growth continuous by study, research, travel,

conference, and attendance at professional meetings.

### **MEMBER-MEMBER RELATIONSHIP**

1. A member should deal with other members of the profession in the same manner as he or she wishes to be treated.
2. A member will avoid derogatory criticism of an associate except when it is directed to a person or an authority who is in a position to rectify its cause. Such criticism shall not be directed unless the associate has been informed in writing detailing the complaint.
3. A member shall report through proper channels all matters harmful to the welfare of the school. Therefore, he or she does not by-pass immediate authority to reach higher authority without first exhausting the ordinary channels of communication.
4. The member will not undermine the confidence of pupils of other members.

## **MEMBER-EMPLOYER RELATIONSHIP**

1. A member will adhere to a contract whether written or verbal until the contract has been terminated by mutual consent, or otherwise legally terminated.
2. A teacher will accept his or her obligations to the profession for maintaining a professional level of service.
3. A teacher will apply for a position only through the proper channels, refusing to accept or apply for a position in dispute, and refraining from applying for a position known to be filled by another teacher.
4. A teacher will not apply for, or accept, a position at a higher or lower salary than that called for in the specific terms of the salary schedule.
5. It is ethical to criticize our employer through the Nunavut Teachers Association.
6. A member should not allow non-school activities to infringe upon school time or to interfere with the terms of the Agreement except with the concurrence of the Department.
7. A member should not engage in activities outside his or her educational duties, for personal profit or satisfaction, to the extent of impairing his or her capacity to carry out his or her duties.
8. A teacher, as a member of a profession, should be expected to do a reasonable amount of extra-curricular activity. A teacher may carry on only an extra-curricular activity, which is sanctioned by the principal.

The principal may ask the teacher to carry on an extra-curricular activity but he has no right to demand that the teacher should do so, since the work in the field of extra-curricular activities is beyond the duties which are inherent in the contract.

That extra-curricular activity should be compensated for in the regular school timetable so that, where possible, all teachers are responsible for a proportionate amount of the school program.