

Staff Code of Ethics

The following disciplinary rules shall constitute the Principles of Professional Conduct for all DIPS-G Staff. Violation of any of these principles shall subject the individual to revocation or suspension, or other penalties as provided by the School Board, the UAE Ministry of Education and the KHDA laws and regulations.

1. **Obligation to the student requires that the employee/ staff member/ each and every educator:**

- Shall make appropriate effort to protect the student from conditions harmful to learning and/or to the student's mental and/or physical health and/or safety
- Shall not unreasonably restrain a student from independent action in pursuit of learning
- Shall not unreasonably deny a student access to diverse points of view
- Shall not intentionally suppress or distort subject matter relevant to a student's academic program
- Shall not intentionally expose a student to unnecessary embarrassment or disparagement.
- Shall not intentionally violate or deny a student's legal rights
- Shall not harass or discriminate against any student on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition, or social and family background and shall make reasonable effort to assure that each student is protected from harassment or discrimination
- Shall not exploit a relationship with a student for personal gain or advantage
- Shall keep in confidence personally identifiable information obtained in the course of professional service, unless disclosure serves professional purposes or is required by law

2. **Obligation to the public requires that the individual:**

- Shall take reasonable precautions to distinguish between personal views and those of any educational institution or organization with which the individual is affiliated
- Shall not intentionally distort or misrepresent facts concerning an educational matter in direct or indirect public expression
- Shall not use institutional privileges for personal gain or advantage
- Shall accept no gratuity, gift, or favor that might influence professional judgment
- Shall offer no gratuity, gift, or favor to obtain special advantages

3. **Obligation to the profession of education requires that the individual:**

- Shall maintain honesty in all professional dealings
- Shall not on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition if otherwise qualified, or social and family background deny to a colleague professional benefits or advantages or participation in any professional organization
- Shall not interfere with a colleague's exercise of political or civil rights and responsibilities
- Shall not engage in harassment or discriminatory conduct which unreasonably interferes with an individual's performance of professional or work responsibilities or with the orderly processes of education or which creates a hostile, intimidating, abusive, offensive, or oppressive environment; and, further, shall make reasonable effort to assure that each individual is protected from such harassment or discrimination
- Shall not make malicious or intentionally false statements about a colleague
- Shall not use coercive means or promise special treatment to influence professional judgments of colleagues
- Shall not misrepresent one's own professional qualifications
- Shall not submit fraudulent information on any document in connection with professional activities
- Shall not make any fraudulent statement or fail to disclose a material fact in one's own or another's application for a professional position
- Shall not withhold information regarding a position from an applicant or misrepresent an assignment or conditions of employment
- Shall provide upon the request of the certificated individual a written statement of specific reason for recommendations that lead to the denial of increments, significant changes in employment, or termination of employment
- Shall not assist entry into or continuance in the profession of any person known to be unqualified in accordance with the School Policies/School GB. Shall self-report within forty eight (48) hours to appropriate authorities (as determined by the GB) any arrests/charges involving the abuse of a child or the sale and/or possession of a controlled substance
- Shall report to appropriate authorities any known allegation of a violation of the Governing Board Rules.