

## Appendix D

### **The Bahamas Union of Teachers: Code of Ethics**

Available from:

[http://www.bahamasunionofteachers.com/index\\_members%20info%20centre.htm](http://www.bahamasunionofteachers.com/index_members%20info%20centre.htm)

#### **Preamble**

The teacher recognizes the magnitude of the responsibility inherent in the teaching process. The necessity to earn the respect and confidence of one's colleagues, of students, of parents and of the members of the community provides the incentive to attain and maintain the highest possible degree of ethical conduct.

The code of Ethics of the Bahamas Union of Teachers sets standards of conduct for Teachers in the Bahamian society. The term "teacher" as used in this Code of Ethics includes 'Principal'.

#### **Principles**

##### **Principle 1 in Relation to Students**

- (i) The teacher speaks to, and acts toward students in a respectful and dignified manner.
- (ii) The teacher does not discriminate against students on the basis of class, nationality, ability, colour, creed, status, religious or political belief.
- (iii) The teacher does not engage in illicit/indiscreet actions involving students.
- (iv) The teacher does not intentionally expose the student to public embarrassment or disparagement.
- (v) The teacher does not act in such manner as might lead his/her students into breaches of law, or unacceptable moral or social codes of behaviour.
- (vi) The teacher does not disclose confidential information about students unless disclosure serves a compelling professional purpose, or is required by law.
- (vii) The teacher does not intrude into the private life of students unless the intrusion serves a compelling educational purpose.

##### **Principle 2 In Relation to Colleagues**

- (i) The teacher does not undermine the position, status or influence of any colleague.
- (ii) The teacher does not accept a position where the Union has determined a dispute surrounding the vacancy of the position.

(iii) The teacher refers to the Union, disputes with colleagues arising from his/her work or professional activities which cannot be privately resolved at the local level.

(iv) The teacher recognizes the authority of school administrators and seeks to influence administrative policies and practices through accepted channels.

(v) The teacher does not act in such manner as might lead his/her colleagues into breaches of law, or unacceptable moral or social codes of behaviour.

(vi) Teacher seeks to operate at all times in a context of mutual respect for the rights of every other teacher.

### **Principle 3 - In Relation to the Union**

(i) The teacher adheres to Union policy and the decisions of its Governing Bodies and seeks to change these only through the Union's constitutional channels.

(ii) The teacher accepts, as a professional obligation, participation in the activities of the Union.

(iii) The teacher honours commitments made on his/her behalf by the Union.

(iv) No group of teachers, or any teacher purporting to speak on behalf of such group, make representations to the Government, its members or officials or any other authority on matters affecting teachers generally, or advocates a change in educational policy without the knowledge and consent of the Union.

(v) The teacher adheres to collective agreements negotiated by his professional organization. In case of any disagreement, he/she registers his protest through the constitutional channels provided within the Union.

(vi) In the event a member has a grievance against the Union, either party seeks to settle such a grievance through the constitutional channels of the Union.

### **Principle 4 - In Relation to Employees**

(i) The teacher honours agreements made in his/her contract or term of employment.

(ii) The teacher notifies Boards, to which he/she has sent applications, as soon as he/she has accepted a position.

(iii) The teacher, intending to terminate his/her employment, gives notice of his/her intentions according to Regulations laid down by his/her employer.

(iv) The teacher does not accept a position with any employer whose relations with the Union are unsatisfactory without consultation with the Union.

### **Principle 5 - General**

(i) The teacher does not engage in activities which adversely affect his/her professional status, or ability to perform adequately, his/her duties as a teacher.

(ii) The teacher does not engage in actions which disrupt the peace, order, discipline, work of the institution in which he/she is employed, or any other institution to which he/she has access, excluding circumstances dangerous to the life and health of the school population, and except for Industrial Action agreed upon by the Union.

A written report on such action described in the above exclusion, will be submitted to the Union's Headquarters within seven (7) days.

### **Postscript**

This code of Ethics applies to all members of the Bahamas Union of Teachers. A complaint of violation of the principles outlined above made to the Union by any person or group, may be regarded as a charge of unprofessional conduct and shall be investigated by the Union through channels outlined in its legal documents.

Any teacher found guilty of a breach of this Code of Ethics, shall be dealt with according to the Constitution and/or Governance Manual.