

CUPE 3260  
CODE OF ETHICS

**GENERAL DUTIES OF MEMBERS:**

Members shall endeavour at all times to achieve and maintain the highest degree of professional competence in the workplace and to uphold the ethical standards of members.

**DUTIES OF MEMBERS TO THEIR PUPIL:**

Members shall:

1. Promote an atmosphere of respect for children and adults.
2. Promote an atmosphere that fosters independence for students.
3. Treat students in a respectful, responsible and fair manner with due consideration of the student's physical, psychological, social and emotional development.
4. Refuse to divulge, beyond their duty, confidential information about a student.
5. Concern themselves with the welfare of their student while they are under their care.
6. Be an advocate for the rights of their student(s) in school and where possible in public.

7. Regard the dignity, liberty and integrity of each student under their supervision and endeavour to convey to a student an understanding of their own worth.

## **DUTIES OF MEMBERS TO THEIR PROFESSION:**

Members should:

1. Promote and advance the cause of education and integration of special needs students.
2. Raise the image of members.
3. Promote and advance the interest of members and secure conditions that will make possible the best professional service.
4. Participate cooperatively whenever acting as a member of the school based team.
5. Not criticize the professional competence or professional reputation of a colleague except to proper authorities and then only in confidence and after the colleague has been informed of the criticism.
6. Strive to be supportive of other members as well as be positive in criticism of fellow members.
7. Not undermine the reputation of other members in front of students.
8. Demonstrate an appropriate and independent use of time in the workplace.
9. Observe a respect for the authority of the school administrators and recognize the duty to protest through

proper channels, administrative policies and practices which they cannot in conscience accept; and further recognize that if administration by consent fails, the administrator must adapt a position of authority.

## **DUTIES OF MEMBERS TO EDUCATIONAL AUTHORITIES:**

Members shall:

1. Comply with the Acts and Regulations administered by the Minister.
2. Cooperate with the administrators to improve integration and education.
3. Respect the legal authority of the board of trustees on the management of the school and in the employment of members.
4. Present in the proper manner to the proper authorities the consequences to be expected from policies or practices, which in their professional opinion are detrimental to the interest of pupils.
5. Report through proper channels all matters harmful to the welfare of students.

## **DUTIES OF MEMBERS TO THE PUBLIC:**

Members shall:

1. Show respect for law, authority and codes of conduct acceptable both within the profession and in society as a whole.
2. Recognize a responsibility to promote a respect for human rights.

## **DUTIES OF MEMBERS TO THEIR UNION:**

Members shall:

1. Participate in CUPE Local 3260.
2. Cooperate with CUPE Local 3260 to promote the welfare of the profession.
3. Not take any individual action in matters, which should be dealt with by CUPE Local 3260.
4. Adhere to CUPE Local 3260 policy and seek to change such policy only through proper channels of CUPE Local 3260.

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