

It shall be the policy of the Board of Trustees to publish the *Code of Professional Ethics* adopted by the Academic Senate as part of the District Policy manual.

While the Academic Senate Code is developed solely by the faculty in association with current Education Code, Title V, and the recommendations of professional associations such as the AAUP, their placement in the District Policy Manual will afford greater access for those who wish to study and/or refer to them.

### **ACADEMIC SENATE PROFESSIONAL ETHICS STATEMENT**

#### **I Responsibilities to the Discipline**

Faculty responsibilities to their discipline are to:

- A. Support the advancement of knowledge in their subject areas.
- B. Develop and improve their own subject competence, exercise critical self-evaluation and practice intellectual honesty.
- C. Abstain from engaging in activities that create a conflict of interest or which compromise the freedom of inquiry.

#### **II Responsibilities to Students**

Faculty responsibilities to students are to:

- A. Conduct teaching and teaching related duties in a courteous, consistent and professional manner as stated in Sonoma County Junior College District Board Policy 3.9<sup>+</sup> and the AFA contract.
- B. Maintain currency in subject content and instructional methodology and technology.
- C. Respect students as individuals:
  1. Respect the confidentiality of student and faculty relationships.
  2. Abstain from exploiting students for private advantage.
  3. Acknowledge significant academic or scholarly assistance from students.
  4. Abstain from engaging in amorous relationships with students enrolled in class or students whose work they are evaluating.
  5. Treat all students equally regardless of such factors as cultural background, ethnicity, race, gender, religious beliefs, political ideologies, disability, sexual orientation, age or socioeconomic status.
  6. Teach and model tolerant and respectful behavior for others.
  7. Recognize and minimize the effects of unequal economic circumstances present within the student population.
- D. Evaluate students by merit, holding all students to the same standards of performance.
  1. Adhere to the appropriate academic standards as determined by the community of scholars within the discipline.
  2. Maintain comparable grading standards and intellectual rigor/level in similar courses.
- E. Enable students to gain full access to classroom/college activities and continue to identify and strive to remove barriers to open access, seeking new methods to help students succeed.
- F. Protect academic freedom of students.
  1. Create a learning environment in which all students are encouraged to participate.
  2. Strive to affirm students' identities and self esteem.
  3. Promote respect for differing points of view.
  4. Inform without indoctrinating and without using the classroom as a forum for the advancement of personal causes.
  5. Model and teach critical thinking skills to students.

### **III Responsibilities to Faculty Colleagues**

Faculty obligations to colleagues are to:

- A. Treat all colleagues equally as stated in the District Non-discrimination Policy\*.
- B. Abstain from harassing colleagues e.g. making derogatory comments about colleagues to students, advising students away from colleagues' classes, disseminating negative flyers, etc.
- C. Respect and defend academic inquiry.
- D. Strive for objectivity when teaching and when critiquing the academic work of others.
- E. Respect the confidentiality of processes involving the privacy of faculty members - e.g. evaluation, hiring, tenure, ethics investigations, etc.
- F. Accept a fair share of faculty responsibilities in the governance of the institution as per AB 1725.
- G. Be aware of the Faculty Intradepartmental Relations document\*\* in dealings between members of the department.

### **IV Responsibilities to Classified Colleagues**

Faculty obligations to classified colleagues are to:

- A. Treat all colleagues equally as stated in the District Non-discrimination Policy\*.
- B. Abstain from harassing classified colleagues.
- C. Foster an environment of mutual respect and civility, in which business is conducted in a courteous and professional manner.
- D. Respect the confidentiality of processes involving the privacy of classified colleagues - e.g. evaluation, hiring, ethics investigations, etc.

### **V Responsibilities to the Institution**

Faculty obligations to the academic institution are to:

- A. Respect and observe college policies and procedures, provided they do not violate academic freedom, while maintaining the right to challenge and seek revision of those policies and procedures. Any such challenge should refrain from ad hominem attacks.
- B. Recognize their paramount responsibilities to the institution when considering additional work assignments outside the institution.
- C. Provide reasonable notice in terminating or interrupting service to the institution.

### **VI Responsibilities to the Community:**

As members of the community, faculty are expected to:

- A. Make it clear when speaking or acting as private individuals that they are not representing the institution.
- B. Acknowledge the importance of free inquiry and facilitate public understanding of academic freedom.

### **VII The Academic Senate maintains procedures for its internal Professional Ethics Committee.**