

**EMPLOYEE CODE OF ETHICAL BEHAVIOR**

The conduct of District employees as public employees shall be worthy of the respect and confidence of the community we serve. Employees must, therefore, avoid conduct which is in violation of their public trust or which creates a justifiable impression among the community that such trust is being violated. To this end, the following code of ethics is directed to all administrators, faculty, staff and student employees who are responsible for maintaining a positive working and learning environment in the District.

Employees shall:

1. Dedicate themselves to the ideals and principles that will enable students to develop their talents and interests.
2. Adhere to the principles of nondiscrimination and equality without regard to race, color, gender, sexual orientation, marital status, age, disability, religion or national origin.
3. Maintain high standards of professional conduct, and act with integrity.
4. Understand and appreciate the dynamics of interpersonal relationships when dealing with students, co-workers and the public.

No employee shall:

1. Use his/her position to secure unwarranted privileges or advantages for himself/herself or others.
2. Engage in any unwanted sexually related behavior with a student or co-worker but instead shall always maintain a professional approach.
3. Knowingly make false or malicious statements about students or employees.
4. Use or allow to be used his/her employment for any information generally not available to members of the public for the purpose of securing financial gain for himself/herself or others with whom he/she is associated or for other personal reasons.
5. Undertake any employment or service, whether compensated or not, which might reasonably be expected to impair his/her objectivity and independent judgment in the exercise of his/her official duties or that would interfere with the employee's ability to fulfill his/her employment obligations.

Violation of this code could subject an employee to disciplinary action up to, and including termination. Such violation will be enforced in conjunction with existing disciplinary procedures covering District employees.

Accreditation Standard III.A.1.d