

CODE OF ETHICS

BAHAMAS EDUCATORS COUNCELLORS AND ALLIED WORKERS UNION



Preamble

In an organization that interacts with students and professionals of great importance, it is imperative to have a set of beliefs, principles and values which guide our conduct and behavior. These articles will serve as guidelines for members and as reference points for our Ethics Committee.

Principles Principle 1: in Relation to Students

- (i) The member speaks to, and acts toward students in a respectful and dignified manner.
The member does not discriminate against students on the basis of class, nationality, ability, colour, creed, status, religious or political belief.
- (ii) The member does not engage in illicit/indiscreet actions involving students.
- (iii) The member does not intentionally expose the student to public embarrassment or disparagement.
- (iv) The member does not act in such manner as might lead his/her students into breaches of law, or unacceptable moral or social codes of behaviour.

(v) The member does not disclose confidential information about students

Unless disclosure serves a compelling professional purpose, or is required by law.

(v) The member does not intrude into the private life of students unless the intrusion serves a compelling educational purpose.

Principle 2: In Relation to Colleagues

- (i) A member must not undermine the position, status or influence of any colleague.
- (ii) The member must not accept a position where the Union has determined a dispute surrounding the vacancy of the position.
- (iii) The member must as far as feasible use the apparatus in the union to resolve disputes with other members.
- (iv) Members must respect their colleagues and do no harm to them professionally

Principle 3 : In Relation to the Union

- (i) All members adheres to Union policy and the decisions of its governing bodies and seeks to change them only through the Union's constitutional channels.
- (ii) The members accepts, as a professional obligation, participation in the activities of the Union.
- (iii) The member honours commitments made on his/her behalf by the Union.
- (iv) No group of members, or any one member purporting to speak on behalf of such group, shall make representations to the Government, its 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 member adheres to Industrial Agreements negotiated by his/her 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 shall seek to settle such a grievance through the constitutional channels of the Union.

Principle 4 - In Relation to Employers

- (i) The member honours agreements made in his/her contract
- (ii) The member does not disrupt the work site unless engaging in Industrial Action approved by the union
- (iii) The member does not engage in behavior that brings ill repute to the profession, vocation or employer.

Principle 5- Leadership

- (i) Executives, and Stewards will lead with integrity
- (ii) Leaders shall be transparent in the execution of their duties
- (iii) Leaders will obey and enforce the rules of the organization
- (iv) Leaders will be confidential
- (v) Leaders will not undermine the union or other leaders in the union.