

5695 Ethics

No district employee will undertake any activity, while on district property or while engaged in district business, that is improper, illegal, or immoral or that causes in any way, harm or embarrassment to the district, its employees, students or citizens.

All district employees, in the performance of his/her duties, shall recognize basic dignities of all individuals with whom he/she interacts in the performance of his/her duties.

All district employees should exercise due care to protect the mental and physical safety of students, colleagues and subordinates for whom he/she is responsible.

All district employees shall be accountable for maintaining his/her integrity and self-control.

Employees shall avoid accepting anything of substantial value offered by another, which is known to be, or which may appear to be for the purpose of influencing his/her judgment or performance of his/her duties.

All employees shall accurately represent his/her qualifications.

All employees shall be responsible to present any subject matter in a fair and accurate manner.

Approved: May 18, 2000  
Amended: November 2004

5200 Staff Conduct

All staff members have the responsibility to make themselves familiar with, and abide by, the laws of the state of Michigan as they affect their work, the policies of the Board, and the administrative regulations designed to implement them. All staff members shall be expected to carry out their assigned duties, support and enforce Board policies and administrative regulations, submit required reports, protect District property, oversight of students and contribute to the education and development of the District's students.

All district employees are to exhibit appropriate ethical behavior (as defined by Policy 5695 – Ethics) in the performance of their duties.

The Superintendent and building Principals shall assume the major responsibility for interpreting this policy. This policy shall be referenced in each employee or staff guidebook, coaching handbooks, and supplementary contracts, throughout the district.

Employees in violation of the policy on staff conduct shall be subject to discipline, as provided within their individual or bargaining unit contracts. Employee discipline for the violation of the policies related to staff conduct may include a verbal reprimand, written reprimand, suspensions with or without pay, or dismissal. The extent of the punishment will be dependant upon the individuals and circumstances involved.

