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Vol. 40, No. 2 - February 2026 New STAFF ETHICS

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4210 - **STAFF ETHICS**

An effective educational program requires the services of men and women of integrity, high ideals, and human understanding. To maintain and promote these essentials, the Board of Education expects all support staff members to maintain high standards in their working relationships, and in the performance of their professional duties, to:

A. **Responsibility to the Profession**

1. demonstrate responsibility for oneself as an ethical professional;
2. acknowledge, address, and attempt to resolve ethical issues in an appropriate manner;
3. promote and advance the profession within and beyond the school community;

B. **Responsibility to Professional Competence**

1. demonstrate commitment to high standards of practice;
2. demonstrate responsible use of data, materials, research, and assessment;
3. act in the best interest of all students;

C. **Responsibility to Students**

1. respect the rights and dignity of students;
2. demonstrate an ethic of care for students;
3. maintain student trust and confidentiality in a developmentally appropriate manner and within appropriate limits;

D. **Responsibility to the School Community**

1. promote effective and appropriate relationships with parents/guardians;

2. promote effective and appropriate relationships with colleagues;

3. promote effective and appropriate relationships with the community and other stakeholders;

4. promote effective and appropriate relationships with employers;

5. understand the problematic nature of dual or multiple relationships;

E. **Responsible and Ethical Use of Technology**

1. use technology in a responsible manner;

2. ensure student safety and well-being when using technology;

3. maintain confidentiality in the use of technology;

4. promote the appropriate use of technology in educational settings;

F. **(x)** recognize basic dignities of all individuals with whom they interact in the performance of duties;

G. **(x)** represent accurately their qualifications;

H. **(x)** exercise due care to protect the mental and physical safety of students, colleagues, and subordinates;

I. **(x)** seek and apply the knowledge and skills appropriate to assigned responsibilities;

J. **(x)** keep in confidence legally-confidential information as they may secure;

K. **(x)** ensure that their actions or those of another on their behalf are not made with specific intent of advancing private economic interests;

L. **(x)** avoid accepting anything of value offered by another for the purpose of influencing judgment;

M. **(x)** refrain from using position or public property, or permitting another person to use an employee's position or public property for partisan political or religious purposes. This will not be implemented in a manner that limits constitutionally or legally protected rights as a citizen.

[END OF OPTIONS]

In keeping with the ethical responsibilities of the support staff, the Board prohibits staff from engaging in a romantic or sexual relationship of any kind with students of this District, regardless of the student's age. District staff should not provide alcohol, drugs, cigarettes, or any other contraband to a student.

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Legal
M.C.L. 750.520b, 750.520c, 750.520d, 750.520e
Michigan Code of Educational Ethics