

**PROFESSIONAL CODE OF 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, all employees of the Deerfield School District are expected to maintain high standards in their school relationships. These standards include the following:

- Maintain just and courteous professional relationships with students, parents, staff members and others.
- Refrain from using inappropriate language.
- Direct any criticism of other staff members or any program of the school system toward the improvement of the school system. Such constructive criticism is to be made directly to the particular school administrator who has the administrative responsibility for improving the situation and then to the Superintendent if necessary. Criticism of colleagues or of a predecessor should be regarded as unprofessional unless it is constructive and discreet. Criticism or dispute among professionals in the presence of students or the public is unjustifiable.
- Respect the confidentiality of personal information concerning pupils' families, aptitudes or behavior, and use that information only to help the child involved. Comply with state and federal laws designed to protect the confidentiality of information about students.
- Present controversial issues in a fair and unbiased manner and clearly identify any personal convictions; teacher should not use classroom privileges and prestige to promote partisan politics, sectarian religious views, or other personal opinions.
- Refrain from using his/her position for financial gain or to obtain anything of substantial value for the private benefit of his/her self, his/her immediate family or an organization to which she/he belongs.

Further, each member of the staff is expected to conduct him/herself in a manner that will not conflict with ethical standards for public employees required by local, state or federal laws.

LEGAL REF: Sections 19.41 Wisconsin Statutes

19.59

118.12

946.10

946.12

946.13

The Deerfield Community School District does not discriminate on the basis of sex, race, religion, age, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability.