

Exhibit

CODE OF ETHICS

The Board of Education endorses the code of ethics for professional educators published by the National Education Association ("NEA").

Preamble

The employee, believing in the worth and dignity of each human being, recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nature of democratic principles. Essential to these goals is the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator and all employees accept the responsibility to adhere to the highest ethical standards.

The educator recognizes the magnitude of the responsibility inherent in the teaching process. The desire for the respect and confidence of one's colleagues, of pupils, of parent(s) or legal guardian(s), and of the members of the community provides the incentive to attain and maintain the highest possible degree of ethical conduct. The Code of Ethics of the Education Profession indicates the aspiration of all employees and provides standards by which to judge conduct.

The remedies specified by the NEA and/or its affiliates for the violation of any provision of this Code shall be exclusive and no such provision shall be enforceable in any form other than one specifically designated by the NEA or its affiliates.

Principle I -- Commitment to the Pupil:

The educator strives to help each pupil realize his/her potential as a worthy and effective member of society. The educator therefore works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the pupil, the educator:

- i. Shall not unreasonably restrain the pupil from independent action in the pursuit of learning.
- ii. Shall not unreasonably deny the pupil access to varying points of view.
- iii. Shall not deliberately suppress or distort subject matter relevant to the pupil's progress.
- iv. Shall make reasonable effort to protect the pupil from conditions harmful to learning or to health and safety.
- v. Shall not intentionally expose the pupil to embarrassment or disparagement.
- vi. Shall not on the basis of race, color, creed, sex, national origin, marital status, political or religious beliefs, family, social or cultural background, or sexual orientation, unfairly:
 - a. Exclude any pupil from participation in any program
 - b. Deny benefits to any pupil
 - c. Grant any advantage to any pupil
- vii. Shall not use professional relationships with pupils for private advantage.

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- viii. Shall not disclose information about pupils obtained in the course of professional service, unless disclosure serves a compelling professional purpose or is required by law.

Principle II -- Commitment to the Profession:

The education profession is vested by the public with a trust and responsibility requiring the highest ideals of professional service.

In the belief that the quality of the services of the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards to promote a climate that encourages the exercise of professional judgment, to achieve conditions which attract persons worthy of the trust to careers in education, and to assist in preventing the practice of the profession by unqualified persons.

In fulfillment of the obligation to the profession, the educator--

- i. Shall not in an application for a professional position deliberately make a false statement or fail to disclose a material fact related to competency and qualifications.
- ii. Shall not misrepresent his/her professional qualifications.
- iii. Shall not assist entry into the profession of a person known to be unqualified in respect to character, education, or other relevant attribute.
- iv. Shall not knowingly make a false statement concerning the qualifications of a candidate for a professional position.
- v. Shall not assist a non educator in the unauthorized practice of teaching.
- vi. Shall not disclose information about colleagues obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law.
- vii. Shall not knowingly make false or malicious statements about a colleague.
- viii. Shall not accept any gratuity, gift, or favor that might impair or appear to influence professional decisions or actions.

Principle III -- Commitment to Professionalism.

The Camden City School District expects all employees to demonstrate the highest values and professionalism. Employees are expected to take responsibility for assuring that their judgment, loyalty, conduct, language, discussion content, teamwork, flexibility, integrity, and job performance are of the highest quality while on the job.

Employees must maintain a positive attitude with coworkers and supervisors. It is the responsibility of each employee to show respect to all supervisors, coworkers, customers, and vendors.

Discourtesy and disrespect towards any other employee, refusal to comply with rules, orders, instructions, or any such conduct which undermines managerial authority or disrupts other employees from carrying out CCSD directives, are prohibited acts and grounds for disciplinary action up to and including termination.

CODE OF ETHICS (continued)

Adopted: March 4, 2021

Key Words

Discipline, Withholding Increments, Suspension, Dismissal, Tenure Charges, Corrective Sanctions

Legal References: N.J.S.A. 18A:6-10 et seq. Dismissal and reduction in compensation
N.J.S.A. 18A:11-1 General powers and duties
N.J.S.A. 18A: 27-4 Power of board to make rules governing employment
N.J.S.A. 18A:29-14 Withholding Increment; causes; notice of appeal

Possible

Cross References: 2130 Administrative staff
 *2131 Chief school administrator
 4000 Concepts and roles in personnel
 *4111 Recruitment, selection and hiring
 *4111.1/4211.1 Nondiscrimination/affirmative action
 *4112.2 Certification
 *4112.4/4212.4 Employee health
 4112.5 Criminal history check
 *4112.6/4212.6 Personnel records
 *4112.8/4212.8 Nepotism
 4117.51/4217.51 Withholding increment
 *4121 Substitute teachers
 *4211 Recruitment, selection and hiring
 *4222 Noninstructional aides
 *5120 Assessment of individual needs
 *6010 Goals and objectives

*Indicates policy is included in the Critical Policy Reference Manual.