

Santa Monica Community College District Code of Professional Ethics for Managers

As managers serving an institution of higher learning, we are committed to student success, the advancement of knowledge and the support of our colleagues. We are dedicated to the principles of honesty and equity. We will not willingly permit the rights and privileges of any members of the college community override the best interests of the public served by the college.

With respect to students, managers:

- foster an educational environment that encourages students to grow and learn.
- provide and protect student access to the educational resources of the college.
- invite and encourage students to participate in college governance.
- ensure students are respected as individuals, learners and independent decision-makers.
- protect students from disparagement, embarrassment or capricious judgment.

As colleagues, managers:

- strive to develop a climate of trust and mutual support, respecting differences and opinions and the free inquiry of our colleagues.
- abide by written policies and procedures.
- assist and encourage colleagues to achieve their full potential through professional development.
- strive to be objective and fair in the professional assessment of colleagues.
- present individual perspectives in a way that does not diminish those expressed by others.
- avoid favoritism and nepotism.
- avoid romantic or sexual relationships with employees or students under their supervision.
- respect confidentiality regarding personal information about other employees.

As members of an academic institution, managers:

- represent the general interests of the college in support of its vision, mission, goals, and objectives.
- represent the college and its governing board in official statements only when formally designated to do so.
- keep appropriate parties informed of developments in education in general.
- are guided by the policies established by the board of trustees, the state's Education Code and other legislated or established guidelines.
- avoid situations in which a conflict of interest could influence a decision or result in personal financial gain.
- avoid favoritism, nepotism, breaches of confidentiality, and appearances thereof.

As leaders and supervisors within a complex college community, managers:

- remain continuously informed of the characteristics, preferences and educational needs of the local community.
- stay abreast of developments in the educational arena.
- are sensitive to the needs, customs and perceptions of individuals from diverse backgrounds.
- present a dispassionate, balanced, equitable, and ethical perspective on all issues, based upon all available facts.
- protect human dignity and individual freedom, and are prepared to respond to issues of intimidation, exploitation, harassment or discrimination.

Note: The Code of Professional Ethics for Managers is based on the ACCCA Statement of Ethics developed by the Association of California Community Colleges Administrators and the Statement on Professional Ethics adopted by the Santa Monica College Academic Senate on March 26, 2002.