

## FACULTY ETHICS STATEMENT

The faculty of San Bernardino Valley College strive to maintain the principles of ethics in our interactions with students, colleagues, the institution, and the community. The following statement of faculty ethics is modeled on the Statement of Professional Ethics of the American Association of University Professors (AAUP), 1987, and the State Academic Senate's paper "Faculty Ethics: Expanding the AAUP Ethics Statement," 1994.

**Recognition of the impact of systemic racism:** The faculty members of this community college acknowledge that systemic racism has historically and continues to adversely affect individuals and communities of color. As educators, we are committed to challenging and dismantling systems of oppression that perpetuate racial disparities.

**Promotion of antiracist practices:** The faculty members of this community college are committed to promoting antiracist practices in the classroom and beyond. We will work to actively identify and challenge biases and stereotypes that may exist in our curriculum, teaching methods, and interactions with students.

It is expected that faculty conduct themselves in accordance with the Current Agreement Between the San Bernardino Community College District and the San Bernardino Community College Chapter CTA/NEA, Title XI, and AP 3430. The Faculty Ethics Statement presents a code of values that faculty can use to assess their professional conduct and to maintain professional standards. These responsibilities are based on integrity, trustworthiness, respect, tolerance, fairness, caring, and citizenship.

We value the following responsibilities:

### 1. Responsibility to Discipline

- ~~Seek and state truth as we see it~~ **Seek truth and be truthful in our actions and words**
- Develop and improve scholarly competence
- Nourish intellectual curiosity
- Sustain enthusiasm in our field
- Maintain and model professional standards
- Practice intellectual honesty
- **Accept the obligation to exercise critical self-discipline and judgment in using, extending, and transmitting knowledge**
- **Share knowledge within practice areas and collaboration**

- Support faculty who work remotely, which allows our faculty to work in locations and environments best suited to their needs and abilities
- Enhancing efforts to recruit and retain tenured faculty

## 2. Responsibility to Students

- Encourage and give voice intellectual curiosity and the pursuit of learning
- Demonstrate respect for students as individuals
- Respect individual perspectives and contexts
- Demonstrate sensitivity to the educational needs of our diverse student population
- Protect students from exploitation, harassment, or discriminatory treatment
- Adhere to proper roles as intellectual guides and counselors
- Utilize fair and equitable evaluation practices that accurately assess the student's performance
- Respect confidentiality when appropriate
- Attempt to instill an interest in life-long learning
- Protect, promote, and model academic honesty and integrity
- Promote excellent support services and instruction
- Encourage participation in civic responsibilities
- Promote a safe spaces
- Provide education and raise awareness to build positive, accepting communities.
- Enhancing and adapting reasonable accommodations for persons with disabilities, promoting a disability-inclusive culture, and identifying the procedural challenges to providing effective accommodations, particularly during emergency or crisis management responses. (<https://www.state.gov/announcement-of-the-finalization-of-the-state-departments-five-year-diversity-equity-inclusion-and-accessibility-deia-strategic-plan/>)

## 3. Responsibility to Colleagues

- Accept our share of faculty responsibilities for the success of our academic programs and the governance of the institution
- Respect and defend the free inquiry of associates
- Show due respect for the opinions and diversity of others through the exchange of constructive criticism and ideas
- Strive to be objective in our professional judgment of colleagues
- Promote justice and fairness amongst all faculty and disciplines

- Encourage to contribute and incorporate accessibility amongst all faculty, regarding working remotely
- Create space for our faculty to learn about gender diversity and share personal pronouns in the workplace
- Help new hires feel welcome through one-on-one onboarding, mentorship, and training focused on DEI
- Enhancing and adapting reasonable accommodations for persons with disabilities, promoting a disability-inclusive culture, and identifying the procedural challenges to providing effective accommodations, particularly during emergency or crisis management responses. (<https://www.state.gov/announcement-of-the-finalization-of-the-state-departments-five-year-diversity-equity-inclusion-and-accessibility-deia-strategic-plan/>)

#### 4. Responsibility to Academic Institution

- Seek above all to be effective educators and scholars
- Respect the stated regulations of San Bernardino Community College District, (provided the regulations do not contravene academic freedom), maintaining our right to criticize and seek revision to improve the regulations of the college
- Avoid creating conflicts of interest in the exercise of multiple professional activities
- Respect our institution by determining the appropriateness of the amount of work done outside the institution
- Create a safe, trusting, non-hostile, and open learning environment
- Using data and an evidence-based approach to identify barriers to equitable career outcomes. This includes conducting barrier analyses to assess what policies, practices, and procedures might need to be changed to ensure equal opportunity for all employees. (<https://www.state.gov/announcement-of-the-finalization-of-the-state-departments-five-year-diversity-equity-inclusion-and-accessibility-deia-strategic-plan/>)
- Reviewing the vetting process for employee advancement to ensure adherence with accountability policies. (<https://www.state.gov/announcement-of-the-finalization-of-the-state-departments-five-year-diversity-equity-inclusion-and-accessibility-deia-strategic-plan/>)

#### 5. Responsibility to Community

- Respect the rights and obligations of others
- Promote conditions for free inquiry and to further public understanding of academic freedom

- Uphold the integrity of SBCCD by identifying statements as one's own and avoiding creating the impression of speaking or acting on behalf of the college when speaking or acting as an individual in a public forum
- Serve as models of lifelong learning to students and local, national and global communities
- Ensure access: online and in-person; reasonable accommodations for persons with disabilities
- Participate in events that promote diversity
- Students, faculty, staff, patients and visitors must be secure on our campuses and confident that the college is a supportive environment that is responsive to their needs.

#### Conclusion

We commit to abide by these ethical principles in the spirit of collegiality, professionalism, and responsibility. By adhering to these principles we aspire to meet our goals as an institution for educational excellence.