

APPENDIX J.1

STATEMENT ON PROFESSIONAL ETHICS

- I. Cabrillo Community College faculty members, guided by a deep conviction in the worth and dignity of the advancement of knowledge, recognize the special responsibilities placed upon them. To this end, they devote their energies to developing and improving their scholarly competence. They acknowledge and support diversity, inclusion, and equitable access to learning, and they develop their cultural competency. They accept the obligation to exercise critical self-discipline, self-reflection and judgment in using, extending, and transmitting knowledge. They practice intellectual honesty, acknowledge their academic debts, and avoid plagiarism.
- II. Faculty encourage the free pursuit of learning in their students. They protect the academic freedom of students. They make every reasonable effort to foster honest academic conduct and to assure that evaluation of students reflects their true merit. They avoid any exploitation of students for private advantage and acknowledge significant assistance from their students when warranted. Faculty members demonstrate respect for the student as an individual, and adhere to their proper role as intellectual guides and counselors. They respect the confidential nature of the relationship between faculty member and student, except in situations when mandatory reporting is the legal standard or otherwise required by Cabrillo College policy/procedure and in cases where harm to self or others is a concern. Faculty refrain from dating and/or having intimate or sexual relationships with students in their classes, when evaluation of the student is required, and whenever faculty are in a counseling, coaching, or supervisory role with students. Existing relationships between faculty and students or other relationships that potentially represent a conflict of interest must be announced to the appropriate administrator so that an alternative way for the student to be evaluated may be determined.
- III. As colleagues, faculty members have obligations that derive from common membership in the community of scholars. In the exchange of criticism and ideas, faculty members show due respect for the opinions of others and strive to be objective in their professional judgment of colleagues. They exercise collegial respect and are considerate in all forms of communications and in all contexts. Faculty members do not discriminate against, harass, or retaliate against colleagues students, staff, or administrators. Faculty members comply with the Cabrillo College Institutional Code of Ethics as set forth in Administrative Procedure 3050. They demonstrate a commitment to the equitable treatment of all members of the college community.
- IV. As members of an academic institution, faculty members seek above all to be effective teachers and scholars. Faculty members also accept their share of responsibilities for the governance of the institution. Faculty members give due regard to their paramount responsibilities within the institution in determining the amount and character of work done outside it. When considering the interruption or termination of their service, faculty members recognize the effect of their decisions upon the programs of the institution and give due notice of their intentions. Although faculty members observe the stated regulations of their institutions, provided the regulations do not contravene academic freedom, they maintain their right to constructively criticize and seek revision. That said, faculty members refrain from undermining the structures of the institution and from behavior that compromises the integrity of the institution. When they speak or act as private persons, they avoid creating the impression that they speak or act for or on behalf of Cabrillo College.