

## **British Columbia Teachers' Federation Code of Ethics**

*The Code of Ethics states general rules for all members of the BCTF for maintaining high standards of professional service and conduct toward students, colleagues, and the professional union.*

*1. The teacher speaks and acts toward students with respect and dignity and deals judiciously with them, always mindful of their individual rights and sensibilities.*

*2. The teacher respects the confidential nature of information concerning students and may give it only to authorized persons or agencies directly concerned with their welfare.*

*3. The teacher recognizes that a privileged relationship with students exists and refrains from exploiting that relationship for material, ideological, or other advantage.*

*4. The teacher is willing to review with colleagues, students, and their parents/guardians the quality of service rendered by the teacher and the practices employed in discharging professional duties.*

*5. The teacher directs any criticism of the teaching performance and related work of a colleague to that colleague in private, and only then, after informing the colleague in writing of the intent to do so, may direct in confidence the criticism to appropriate individuals who are able to offer advice and assistance. (See note following #10 and statement 31.B.12.)*

*6. The teacher acknowledges the authority and responsibilities of the BCTF and its locals and fulfills obligations arising from membership in his/her professional union.*

*7. The teacher adheres to the provisions of the collective agreement.*

*8. The teacher acts in a manner not prejudicial to job actions or other collective strategies of his/her professional union.*

*9. The teacher neither applies for nor accepts a position which is included in a Federation in-dispute declaration.*

*10. The teacher, as an individual or as a member of a group of teachers, does not make unauthorized representations to outside bodies in the name of the Federation or its locals.*

*NOTE: It shall not be considered a breach of Clause 5 of the Code of Ethics for a member to follow legal requirements or official protocols in reporting child protection issues.*

# Code de déontologie

Le code de déontologie formule, pour tous les membres de la FECB, des règles générales destinées à maintenir des normes élevées en matière de conduite professionnelle et de service envers les élèves, les collègues et le syndicat.

1. Les membres de la profession enseignante s'adressent aux élèves et agissent envers eux avec respect et dignité et les traitent de manière judicieuse, en prenant toujours en considération leurs droits et en ménageant leurs sentiments.

2. Les membres de la profession enseignante respectent le caractère confidentiel de l'information concernant les élèves et ne peuvent divulguer de renseignements qu'à des personnes ou à des agences autorisées qui s'occupent directement du bien-être de ces derniers. Les membres respectent les dispositions juridiques pour signaler des situations concernant la protection de l'enfance.

3. Les membres de la profession enseignante reconnaissent le caractère privilégié de leurs rapports avec les élèves et se gardent d'en tirer profit à des fins matérielles, idéologiques ou autres.

4. Les membres de la profession enseignante s'engagent à réexaminer volontiers avec leurs collègues, les élèves et leurs parents/tuteurs, tutrices, la qualité des services fournis et les pratiques employées dans l'exercice de leurs fonctions.

5. Les membres de la profession enseignante s'engagent à mentionner toute critique concernant la performance pédagogique et le travail qui y est associé d'un ou d'une collègue à cette personne en privé et c'est seulement alors que les membres pourront, après avoir informé leur collègue de leur intention par écrit, en faire part confidentiellement aux personnes appropriées qui peuvent lui donner des conseils et de l'aide.\* Il ne sera pas considéré comme une infraction au code de déontologie pour un membre de respecter les dispositions juridiques ou les exigences officielles du protocole lorsqu'il/elle signale des situations concernant la protection de l'enfance.

6. Les membres de la profession enseignante reconnaissent l'autorité et les responsabilités de la FECB et de ses associations régionales et s'acquittent des devoirs qui leur incombent en tant que membres du syndicat.

7. Les membres de la profession enseignante obéissent aux dispositions de la convention collective.

8. Les membres de la profession enseignante agissent de manière à ne pas porter préjudice aux moyens de pression au travail ou à toute autre stratégie de leur syndicat.

9. Les membres de la profession enseignante s'engagent à ne pas poser leur candidature à un poste qui a été déclaré en litige par la fédération, et à ne pas accepter un tel poste.

10. Les membres de la profession enseignante, individuellement aussi bien qu'en tant qu'adhérent(e)s à un groupe professionnel, s'engagent à ne pas faire de démarches non autorisées auprès d'organismes extérieurs au nom de la fédération ou de ses associations régionales.

\* Voir la procédure 31.B.12 du guide des membres (Members' Guide to the BCTF).



# British Columbia Teachers' Federation

100-550 West 6th Avenue, Vancouver, BC V5Z 4P2 • 604-871-2283, 1-800-663-9163 • www.bctf.ca  
TTY 604-871-2185 (deaf and hard of hearing)

**CONFIDENTIAL**

PSID fax: 604-871-2286

## FORM AND GUIDELINES for BCTF CODE OF ETHICS COMPLAINANTS (See 31.D.02)

*Send completed form marked CONFIDENTIAL to Nancy Hinds, BCTF Ethics Administrator*

The Judicial Council will undertake investigation or formal processing of any complaint, by the complainant, only when sufficient information to justify such processing is presented. This form enables the Judicial Council to obtain the concise, accurate information it needs to proceed. It is essential that all available details be provided on this form as to what actions or statements are complained of, when and where they occurred, who was present, and in what context. Only documents which relate to the complaint should be attached. The onus of carrying the case will be with the complaining member. Complaint forms and accompanying documents are shared with the chair of the Judicial Council, the respondent, and others, as appropriate, as the case proceeds.

### 1. Complainant(s):

Name: _____		
Home Mailing Address: _____		
_____		Postal Code: _____
Telephone (H): _____	(S): _____	Name of School: _____
Name: _____		
Home Mailing Address: _____		
_____		Postal Code: _____
Telephone (H): _____	(S): _____	Name of School: _____

### 2. Allegations against:

Name: _____		
Home Mailing Address: _____		
_____		Postal Code: _____
Telephone (H): _____	(S): _____	Name of School: _____

3. a) Article of the Code of Ethics (or Bylaw 16) you believe has been breached.

---

---

---

b) Alleged action or statement complained of as a breach of the Code of Ethics or By-law 16.

---

---

---

---

---

---

---

4. On what date or dates did the statement or action occur.

---

---

---

---

5. On what date did you become aware of the action or statement.

---

---

6. Describe the place and context in which the alleged breach occurred.

---

---

---

---

---

7. Tell who was present; heard or saw the conduct upon which the complaint is based.  
(where applicable.)

---

---

---

---

8. Explain why or how you think this situation constitutes a breach of the Code of Ethics or By-law 16.

---

---

---

---

---

---

9. Are you currently involved in a grievance, or are you a participant in any other local or provincial service? Yes  No

If yes, please specify:

---

---

---

10. Is there any other relevant information?

---

---

---

---

11. Explain impact or consequences, if any, of this alleged breach of the Code of Ethics.

---

---

---

---

---

12. Attach any documentation (not already submitted) which may substantiate the allegation. List here all such documents.

---

---

---

---

---

13. List here any documents you do not have but which you believe substantiate the allegation

---

---

---

---

---

\_\_\_\_\_  
Signature of Complainant

\_\_\_\_\_  
Date

(Should the spaces provided be insufficient, please use supplementary pages and cross-reference to the appropriate section in this form.)

**NOTE:** It is a *courtesy* to inform the respondent that you are filing a Code of Ethics complaint, **NOT** a requirement.