



BOW VALLEY COLLEGE FACULTY ASSOCIATION

CODE OF ETHICS

DEFINITIONS

The Association shall mean Bow Valley College Faculty Association.

Members shall mean members of the Association.

Inclusive of and in addition to the terms and conditions of employment, the Faculty Association Members bear ethical responsibilities to:

1. Students
2. Colleagues and Association
3. Bow Valley College

1. RELATIONSHIPS BETWEEN FACULTY AND STUDENTS

- 1.1 Association members shall respect the dignity and rights of all persons without prejudice as to race, religious beliefs, color, gender, physical characteristics, age, circumstances, ancestry or place of origin, or sexual orientation.
- 1.2 Association members may not inflict academic reprisals upon students for non-academic disagreements or conflicts.
- 1.3 Association members shall not use authority in any excessive or abusive manner, such as making unusual, extraordinary, or contradictory demands on students.
- 1.4 Association members shall always be fair to students. It is unethical to exploit the students for private or personal advantage.

- 1.5 Association members shall avoid dual relationships that might compromise an inherent power imbalance in a professional relationship. This would apply especially in cases where, for example, the member is both the instructor and holds an emotional relationship with the same person.
- 1.6 Association members must keep in confidence all information gained about a student except:
 - i. where it is given to a colleague for the purpose of aiding or evaluating the academic progress of the student, or
 - ii. when it is given with the prior consent of the student, and
 - iii. when it is not in conflict with the Freedom of Information and Protection of Privacy Act (FOIP).
- 1.7 Association members shall avoid all activities which undermine the confidence of students in a colleague.

2. RELATIONSHIPS WITH COLLEAGUES AND THE ASSOCIATION

- 2.1 Association members shall not make false statements, written or verbal, about other Association members.
- 2.2 Association members shall defend the right of colleagues to academic freedom. Association members shall not act so as to infringe deliberately upon the academic freedom of their colleagues.
- 2.3 Association members shall avoid criticising the professional competence or professional reputation of a colleague except when made to the colleague's immediate supervisor, or to an officer or committee of the Association, and then only in confidence and after the colleague has been informed in writing of the nature of the criticism.
- 2.4 Association members shall not use authority in any excessive or abusive manner, such as making unusual, extraordinary, or contradictory demands on members.
- 2.5 Association members shall not violate bonds of secrecy, privilege, trust or confidence. No member or group of members of the Association will speak for the Association without the consent of the Association or its Executive Board.

- 2.6 Association members shall not divulge confidential information pertaining to Association affairs except as required by law or by consent of the Association.
- 2.7 Association members shall honour and uphold all agreements and policies adopted by the Association, and all verbal and written agreements regarding their professional responsibilities and obligations.

3. RELATIONSHIPS WITH BOW VALLEY COLLEGE

- 3.1 Association members shall perform their duties with impartiality, diligence, courtesy, and integrity.
- 3.2 Association members shall abide by the policy and procedure guidelines of the college provided that these rules and regulations do not infringe upon the academic freedoms of any members or upon this Code of Ethics.