

# Classified Employees Statement of Ethics

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## **I. Equity, Diversity, and Inclusion**

*Classified Employees support individuals based on their needs in order to be successful, recognizing and welcoming the cultural richness within our community.*

- We work to identify and eliminate barriers that impede student learning and development or discriminate against full participation by all students.
- We examine the influence of power on the experiences of diversity and equity to reduce marginalization and foster community.
- We promote authenticity, mutual empathy, respect, and engagement within human interactions.

## **II. Student Success and Engagement**

*Classified Employees encourage students to develop their curiosities and passions through active learning, collaboration, and exposure to leadership opportunities*

- We foster an environment where students feel empowered to make decisions.
- We create environments that are supportive of the growth and development of the whole person.
- We provide and complement in-class learning with experiential learning.
- We collaborate with others for the good of our students.
- We recognize the critical role that classified play in student success.

## **III. Community Partners and Collaboration**

*Classified Employees foster cooperative and collaborative engagement to create a positive impact in our community.*

- We promote positive change in society through education.
- We prepare students for success in a global economy.
- We engage in open lines of communication.
- We collaborate with others for the good of those whom we serve.

#### **IV. Professional Learning and Autonomy**

*Classified Employees promote and support best practices and educational opportunities for the development and empowerment of our community.*

- We strive for quality and excellence in the work that we do.
- We foster an environment where colleagues feel informed, connected, and empowered to make decisions.
- We engage in continuing educational, professional, and personal development.

#### **V. Accountability**

*Classified Employees maintain high professional and personal standards while fostering an environment of truth, trust, and transparency.*

- We demonstrate loyalty and commitment to our community.
- We honor and operate within the framework of laws and policies.
- We maintain confidentiality of interactions, student records, and information related to legal and private matters.
- We pledge to do no harm
- We strive for transparency and aim to avoid conflicts of interest or the appearance thereof.
- We exercise good stewardship of resources.

\*Some concepts from this statement were taken from Council for the Advancement of Standards (2006). CAS statement of shared ethical principles. In Council for the Advancement of Higher Education (Ed.), *CAS professional standards for higher education* (6th Ed.). Washington, DC: Author.