



Atlanta Marathi Shala – Code of Ethics for Educators

Note: This Code of Ethics applies to ALL Teacher Volunteers and Committee Members of Atlanta Marathi Shala: Effective January 1, 2014

THE CODE OF ETHICS

(1) Introduction.

The Code of Ethics for Educators defines the professional behavior of educators in Atlanta Marathi Shala and serves as a guide to ethical conduct. The code defines unethical conduct justifying disciplinary sanction and provides guidance for protecting the health, safety and general welfare of students and educators and assuring the parents of students attending Atlanta Marathi Shala, a degree of accountability within the education profession.

(2) Definitions

- (a) "Educator" is a teacher, school or school system administrator, or other education personnel who volunteers to teach Marathi to students of Atlanta Marathi Shala.
- (b) "Student" is any individual enrolled in Atlanta Marathi Shala.
- (c) "Complaint" is any written and signed statement from a parent of the school alleging that an educator has breached one or more of the standards in the Code of Ethics for Educators. A "complaint" will be deemed a request to investigate.
- (d) "Suspension" is the temporary suspension to act as an educator for a period of time as deemed appropriate by the Atlanta Marathi Shala Committee..
- (e) "Reprimand" admonishes the educator for his or her conduct. The reprimand cautions that further unethical conduct will lead to a more severe action.
- (f) "Warning" warns the educator that his or her conduct is unethical. The warning cautions that further unethical conduct will lead to a more severe action.
- (g) "No Probable Cause" is a determination by the Atlanta Marathi Shala Committee, that, after a preliminary investigation, either no further action need be taken or no cause exists to recommend disciplinary action.

(3) Standards

- (a) Standard 1: **Legal Compliance** - An educator shall abide by federal, state, and local laws and statutes.
Unethical conduct includes but is not limited to the commission or conviction of a felony or of any crime involving moral turpitude; of any other criminal offense involving the manufacture, distribution, trafficking, sale, or possession of a controlled substance or marijuana as provided for in Chapter 13 of Title 16; or of any other sexual offense as provided for in Code Section 16-6-1 through 16-6-17, 16-6-20, 16-6-22.2, or 16-12-100; or any other laws applicable to the profession. As used herein, conviction includes a finding or verdict of guilty, or a plea of nolo contendere, regardless of whether an appeal of the conviction has been sought; a situation where first offender treatment without adjudication of guilt pursuant to the charge was granted; and a situation where an adjudication of guilt or sentence was otherwise withheld or not entered on the charge or the charge was otherwise disposed of in a similar manner in any jurisdiction.
- (b) Standard 2: **Conduct with Students** - An educator shall always maintain a professional relationship with all students, both in and outside the classroom. Unethical conduct includes but is not limited to:



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1. Committing any act of child abuse, including physical and verbal abuse;
2. Committing any act of cruelty to children or any act of child endangerment;
3. Committing any sexual act with a student or soliciting such from a student;
4. Engaging in or permitting harassment of or misconduct toward a student that would violate a state or federal law;
5. Soliciting, encouraging, or consummating an inappropriate written, verbal, electronic, or physical relationship with a student;
6. Furnishing tobacco, alcohol, or illegal/unauthorized drugs to any student; or
7. Failing to prevent the use of alcohol or illegal or unauthorized drugs by students who are under the educator's supervision (including but not limited to at the educator's residence or any other private setting)

(c) Standard 3: **Alcohol or Drugs** - An educator shall refrain from the use of alcohol or illegal or unauthorized drugs during the course of professional practice. Unethical conduct includes but is not limited to:

1. Being on school premises or at a school-related activity while under the influence of, possessing, using, or consuming illegal or unauthorized drugs; and;
2. Being on school premises or at a school-related activity involving students while under the influence of, possessing, or consuming alcohol. A school-related activity includes, but is not limited to, any activity sponsored by the school (any activity designed to enhance the school curriculum i.e. Picnic, Drama, etc.)

(d) Standard 4: **Honesty** - An educator shall exemplify honesty and integrity in the course of professional practice. Unethical conduct includes but is not limited to, falsifying, misrepresenting or omitting:

1. Professional qualifications, criminal history, college or staff development credit and/or degrees, academic award, and employment history;
2. Information regarding the evaluation of students and/or personnel;
3. Reasons for absences or leaves; and
4. Information submitted in the course of professional practice.

(e) Standard 5: **Public Funds and Property** - An educator entrusted with funds and property shall honor that trust with a high level of honesty, accuracy, and responsibility. Unethical conduct includes but is not limited to:

1. Misusing school-related funds;
2. Failing to account for funds collected from students or parents;
3. Submitting fraudulent requests or documentation for reimbursement of expenses (including fraudulent or purchased degrees, documents, or coursework);
4. Co-mingling school-related funds with personal funds or checking accounts; and
5. Using school property without the approval of Atlanta Marathi Shala committee.

(f) Standard 6: **Remunerative Conduct** - An educator shall maintain integrity with students, colleagues, parents, patrons, or businesses when accepting gifts, gratuities, favors, and additional compensation. Unethical conduct includes but is not limited to:

1. Soliciting students or parents of students to purchase equipment, supplies, or services from the educator or to participate in activities that financially benefit the educator unless approved by Atlanta Marathi Shala;
2. Accepting gifts from vendors or potential vendors for personal use or gain where there may be the appearance of a conflict of interest;
3. Tutoring students assigned to the educator for remuneration unless approved by Atlanta Marathi Shala; and



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4. Coaching, instructing, promoting athletic camps, summer leagues, etc. for students, from whom the educator receives remuneration unless approved by Atlanta Marathi Shala committee;

(g) Standard 7: **Confidential Information** - An educator shall comply with state and federal laws and Atlanta Marathi Shala policies relating to the confidentiality of student and personnel records, standardized test material and other information. Unethical conduct includes but is not limited to:

1. Sharing of confidential information concerning student academic and disciplinary records, health and medical information, family status and/or income, and assessment/testing results unless disclosure is required or permitted by law;
2. Sharing of confidential information; and
3. Violation of confidentiality agreements related to standardized testing including copying or teaching identified test items, publishing or distributing test items or answers, discussing test items, violating local school system or state directions for the use of tests or test items, etc.;

(h) Standard 8: **Required Reports** - An educator shall file reports of a breach of one or more of the standards in the Code of Ethics for Educators. Unethical conduct includes but is not limited to:

1. failure to make a required report of a violation of one or more standards of the Code of Ethics for educators of which they have personal knowledge as soon as possible but no later than ninety (90) days from the date the educator became aware of an alleged breach unless the law or local procedures require reporting sooner; and;
2. failure to make a required report of any violation of state or federal law soon as possible but no later than ninety (90) days from the date the educator became aware of an alleged breach unless the law or local procedures require reporting sooner. These reports include but are not limited to: murder, voluntary manslaughter, aggravated assault, aggravated battery, kidnapping, any sexual offense, any sexual exploitation of a minor, any offense involving a controlled substance and any abuse of a child if an educator has reasonable cause to believe that a child has been abused.

(i) Standard 9: **Professional Conduct** - An educator shall demonstrate conduct that follows generally recognized professional standards and preserves the dignity and integrity of the teaching profession. Unethical conduct includes but is not limited to any conduct that impairs and/or diminishes the educator's ability to function professionally, or behavior or conduct that is detrimental to the health, welfare, discipline, or morals of students.

(j) Standard 10 **Testing** - An educator shall administer assessments fairly and ethically. Unethical conduct includes but is not limited to:

1. Committing any act that breaches Test Security; and
2. Compromising the integrity of the assessment.

(4) Reporting

Educators are required to report a breach of one or more of the Standards in the Code of Ethics for Educators as soon as possible but no later than ninety (90) days from the date the educator became aware of an alleged breach. Educators should be aware of legal requirements and local policies and procedures for reporting unethical conduct. Complaints filed with Atlanta Marathi Shala must be in writing and must be signed by the complainant (parent, educator, committee member, etc.).