

ATTACHMENT POLICY #1
(01/25/21)



WILLIAM PENN SCHOOL DISTRICT
Six Boroughs — Ten Schools — One District Working Together

POLICY 317.2- EMPLOYEE CODE OF ETHICS

Purpose

The Board of Directors ("Board") recognizes that an effective educational program requires a safe and orderly central office and school environment, in which students and employees know and abide by reasonable standards of socially acceptable behavior and respect the rights, person, and property of others. The purpose of this policy is to establish the Employee Code of Ethics Procedure in order to set high ethical expectations for all William Penn School District ("District") employees and agents (contractors, partners, volunteers, etc.) of the District and to create a culture that fosters trust, responsibility, and personal and institutional integrity and avoids conflicts of interest and appearances of impropriety consistent with any contract or collective bargaining agreement applicable to the employee.

Authority

The Pennsylvania School Code authorizes the Board to make reasonable rules and regulations regarding the conduct of employees during the time they are engaged in their duties to the District. [1]

Thus, the Board adopts this policy to establish an Employee Code of Ethics Procedure, in order to inform employees what conduct is required and what is prohibited and the sanctions that may be applied for violation of the Code.

Delegation of Responsibility

The Board directs the Superintendent or their designee, through the Human Resources Office, to create an Employee Code of Ethics Procedure based on key ethical principles. The procedure shall establish fair, reasonable, and nondiscriminatory rules and regulations regarding the ethical conduct of all employees in the District during the time they are employed or at any time while on school property as well as the sanctions that may be applied for violation of the Code.

While the Code provides general requirements regarding behavior, it is not meant to serve as an exhaustive list of behaviors that are prohibited nor to provide a definitive answer to every ethical situation.

Legal References:

1. 24 P.S. § 5-510