



Series 200: Ethical Policies

202 Code of Ethics Policy

I. Purpose

The maintenance of extremely high standards of honesty, integrity, impartiality, and conduct is essential to ECS' mission and to ensure the retention of trust of the ECS Community and the public in the ECS. ECS thus requires its Trustees, Officers and Employees to avoid possible misconduct and apparent and real conflicts of interest.

II. Policy

Aware of the importance of maintaining the respect and confidence of students, parents, and the wider community, the Trustees, Officers, and Employees must display the highest degree of ethical conduct in their professional conduct, including:

- Maintaining the highest level of honesty,
- Refrain from acting on biases,
- Refraining from malice, and
- Refraining from harassment or discrimination.

Trustees, Officers, and Employees are expected to exercise reasonable judgment in the discharge of their responsibilities, including those where there are no applicable legal principles or ECS Policies, or where applicable laws and principles are unclear or in conflict.

Regulatory Compliance

ECS strives to comply with all governing federal, state and local laws. Trustees, Officers and Employees must immediately report violations or suspected violations of laws or



regulations to their supervisor, the leadership team, the Board or any applicable agency. The Environmental Charter School ECS is committed to providing Employees the information and training they need to comply fully with all applicable laws and regulations.

Conflicts

Trustees, Officers, and Employees shall avoid and disclose real and potential conflicts of interest as set forth in detail in the ECS Conflicts of Interest Policy. A conflict exists whenever a trustee, officer or employee has an outside interest, direct or indirect, which conflicts with the individual's duty to ECS or adversely affects the individual's judgment in the discharge of their duties with the ECS. The appearance of a conflict of interest may be just as damaging to the reputation of the ECS as a real conflict.

Business Records and Information

Trustees, Officers and Employees of the Environmental Charter School are individually and collectively responsible for the integrity and accuracy of all documents generated and maintained in compliance with applicable laws, regulations, and ECS Policies. Such records shall not be altered, destroyed or falsified .

ECS may market and advertise its programs and activities and pledges to be truthful doing so.

Trustees, Officers, and Employees of the must maintain confidentiality of information obtained through Board service or employment. Trustees, Officers, and Employees may not use the name, logo, or other intellectual property of ECS to promote their political, investment, or retail purchasing activities. When Trustees, Officers and Employees represent themselves publicly as being affiliated with ECS, including through social media, they must do so in a professional and accurate manner, complying with all applicable Policies.

Administration



The Board delegates to the CEO the responsibility for the administration of this Policy. All Trustees, Officers and Employees of the must be familiar with this Code of Ethics and abide by the letter and spirit of its provisions at all times.

III. Legal Authority

Pennsylvania Public School Code of 1949, 24 P.S. § 1-101, et seq. (the “Public School Code”)

Code of Professional Practice and Conduct for Educators, 22 Pa. Code § 235.1 et seq.

Model Code of Ethics for Educators (the “MCEE”), adopted by Pennsylvania at 22 Pa. Code § 238.1

IV. Last Revised

July 23, 2008

TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH APPLICABLE LOCAL, STATE AND/OR FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS CONTROL.

ADOPTED this 18th day of December, 2024.

As Resolution 2024-12-2137

Signed Copies located in Administrative Offices