

CODE OF ETHICS FOR EDUCATORS

Preamble

The National Education Association (NEA) believes that the education profession consists of one education workforce serving the needs of all students and that the term 'educator' includes education support professionals.

The educator, believing in the worth and dignity of each human being, recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nurturing of democratic principles. Essential to these goals is the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator accepts the responsibility to adhere to the highest ethical standards.

The educator recognizes the magnitude of the responsibility inherent in the teaching process. The desire for the respect and confidence of one's colleagues, of students, of parents/guardians, and of the members of the community provides the incentive to attain and maintain the highest possible degree of ethical conduct. The Code of Ethics for Educators indicates the aspiration of all educators and provides standards by which to judge conduct.

The remedies specified by the NEA and/or its affiliates for the violation of any provision of this Code shall be exclusive and no such provision shall be enforceable in any form other than the one specifically designated by the NEA or its affiliates.

The following exhibit reproduces the Code of Ethics for Educators adopted by the National Education Association in 1975. The Code was revised in 2020 to use the broader term "educator." This code is used by the California Teachers Association and is distributed to teachers in the CTA Handbook.

The educator strives to help each student realize the student's potential as a worthy and effective member of society. The educator therefore works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the educator:

Personnel

PROFESSIONAL STANDARDS

E 4119.21

1. Shall not unreasonably restrain the student from independent action in the pursuit of learning
2. Shall not unreasonably deny the student access to varying points of view
3. Shall not deliberately suppress or distort subject matter relevant to the student's progress
4. Shall make reasonable effort to protect the student from conditions harmful to learning or to health and safety
5. Shall not intentionally expose the student to embarrassment or disparagement
6. Shall not on the basis of race, color, creed, gender, national origin, marital status, political or religious beliefs, family, social, or cultural background, or sexual orientation, unfairly:
 - a. Exclude any student from participation in any program
 - b. Deny benefits to any student
 - c. Grant any advantage to any student
7. Shall not use professional relationships with students for private advantage
8. Shall not disclose information in the course of professional service unless disclosure serves a compelling professional purpose or is required by law

Principle II. Commitment to the Profession

The education profession is vested by the public with a trust and responsibility requiring the highest ideals of professional service.

In the belief that the quality of the services of the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to promote a climate that encourages the exercise of professional judgment, to achieve conditions that attract persons worthy of the trust to careers in education, and to assist in preventing the practice of the

Personnel

PROFESSIONAL STANDARDS

E 4119.21

profession by unqualified persons.

In fulfillment of the obligation of the profession, the educator:

1. Shall not in any application for a professional position deliberately make a false statement or fail to disclose a material fact related to competency and qualifications
2. Shall not misrepresent the educator's professional qualifications
3. Shall not assist any entry into the profession of a person known to be unqualified in respect to character, education, or other relevant attribute
4. Shall not knowingly make a false statement concerning the qualifications of a candidate for a professional position
5. Shall not assist a noneducator in the unauthorized practice of teaching
6. Shall not disclose information about colleagues obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law
7. Shall not knowingly make false or malicious statements about a colleague
8. Shall not accept any gratuity, gift, or favor that might impair or appear to influence professional decisions or action

Source: National Education Association, 2020

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State

5 CCR 80300

5 CCR 80303

5 CCR 80331-80338

Description

Committee of credentials; definitions

[Reports of change in employment status; alleged misconduct](#)

[Rules of conduct for professional educators](#)

Personnel

PROFESSIONAL STANDARDS

E 4119.21

<i>Bus. Code 25608</i>	<u>Alcohol on school property; use in connection with instruction</u>
<i>Ed. Code 200-262.4</i>	<u>Prohibition of discrimination</u>
<i>Ed. Code 32100</i>	<i>Professional boundaries between adults and students and the safety of learning environments</i>
<i>Ed. Code 44010</i>	<u>Sex offense; definition</u>
<i>Ed. Code 44011</i>	<u>Controlled substance offense; definition</u>
<i>Ed. Code 44050</i>	<u>Employee code of conduct; interaction with students</u>
<i>Ed. Code 44420-44440</i>	<u>Revocation and suspension of credentials</u>
<i>Ed. Code 44811</i>	<u>Disruption of classwork or extracurricular activities</u>
<i>Ed. Code 44932</i>	<u>Grounds for dismissal of permanent employees</u>
<i>Ed. Code 44939.5</i>	<i>Certificated applicant screening</i>
<i>Ed. Code 48980</i>	<u>Parent/Guardian notifications</u>
<i>Ed. Code 49060-49070</i>	<i>Student records</i>
<i>H&S Code 104559</i>	<u>Tobacco use prohibition</u>
<i>Pen. Code 11164-11174.4</i>	<u>Child Abuse and Neglect Reporting Act</u>
<i>Pen. Code 270-273.76</i>	<i>Abandonment and neglect of children</i>
<i>Pen. Code 311-312.7</i>	<i>Obscene matter</i>
Federal	Description
<i>20 USC 1232g</i>	<u>Family Educational Rights and Privacy Act (FERPA) of 1974</u>
<i>34 CFR 99.1-99.8</i>	<u>Family Educational Rights and Privacy Act</u>
Management Resources	Description
<i>CA School Employees Association Publication</i>	<u>Code of Ethics, 1954</u>
<i>Commission on Teacher Credentialing Publication</i>	<u>California Professional Standards for Education Leaders, 2014</u>
<i>Commission on Teacher Credentialing Publication</i>	<u>California Professional Standards for Educational Leaders, February 2014</u>
<i>Commission on Teacher Credentialing Publication</i>	<u>California Standards for the Teaching Profession (CSTP), April 2024</u>
<i>Nat'l Policy Board for Educational Administration</i>	<u>Professional Standards for Educational Leaders, 2015</u>
<i>National Education Association Publication</i>	<u>Code of Ethics for Educators, 2020</u>
<i>Website</i>	<u>National Education Association</u>
<i>Website</i>	<u>CSBA District and County Office of Education Legal Services</u>
<i>Website</i>	<u>Council of Chief State School Officers</u>
<i>Website</i>	<u>California Federation of Teachers</u>
<i>Website</i>	<u>California School Employees Association</u>
<i>Website</i>	<u>California Teachers Association</u>
<i>Website</i>	<u>Commission on Teacher Credentialing</u>
<i>Website</i>	<u>Association of California School Administrators</u>

Personnel

PROFESSIONAL STANDARDS

E 4119.21

Website	WestEd
Website	California Department of Education
Website	CSBA
WestEd Publication	Moving Leadership Standards into Everyday Work: Descriptions of Practice, 2015

Cross References

Policy	Description
0200	Goals For The School District
0410	Nondiscrimination In District Programs And Activities
0420.4	Charter School Authorization
0420.4	Charter School Authorization
0420.41	Charter School Oversight
0420.41-E(1)	Charter School Oversight
0450	Comprehensive Safety Plan
0450	Comprehensive Safety Plan
1113	District And School Websites
1113	District And School Websites
1113-E(1)	District And School Websites
1114	District-Sponsored Social Media
1114	District-Sponsored Social Media
1240	Volunteer Assistance
1240	Volunteer Assistance
1312.1	Complaints Concerning District Employees
1312.1	Complaints Concerning District Employees
1313	Civility
2111	Superintendent Governance Standards
3513.3	Tobacco-Free Schools
3513.3	Tobacco-Free Schools
3513.4	Drug And Alcohol Free Schools
3515.2	Disruptions
3515.2	Disruptions
3515.7	Firearms On School Grounds
3580	District Records
3580	District Records
4020	Drug And Alcohol-Free Workplace
4040	Employee Use Of Technology
4040-E(1)	Employee Use Of Technology
4111	Recruitment And Selection
4112	Appointment And Conditions Of Employment
4112.2	Certification
4112.2	Certification
4112.41	Employee Drug Testing
4112.41	Employee Drug Testing

Personnel

PROFESSIONAL STANDARDS

E 4119.21

4112.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4112.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4112.5	<u>Criminal Record Check</u>
4112.5-E(1)	<u>Criminal Record Check</u>
4112.6	<u>Personnel Files</u>
4113.5	<u>Working Remotely</u>
4115	<u>Evaluation/ Supervision</u>
4115	<u>Evaluation/ Supervision</u>
4116	<u>Probationary/ Permanent Status</u>
4116	<u>Probationary/ Permanent Status</u>
4117.7	<u>Employment Status Reports</u>
4118	<u>Dismissal/ Suspension/ Disciplinary Action</u>
4118	<u>Dismissal/ Suspension/ Disciplinary Action</u>
4119.1	<u>Civil And Legal Rights</u>
4119.11	<u>Sexual Harassment</u>
4119.11	<u>Sexual Harassment</u>
4119.22	<u>Dress And Grooming</u>
4119.23	<u>Unauthorized Release Of Confidential/ Privileged Information</u>
4119.24	<u>Maintaining Appropriate Adult-Student Interactions</u>
4119.25	<u>Political Activities Of Employees</u>
4119.25	<u>Political Activities Of Employees</u>
4121	<u>Temporary/ Substitute Personnel</u>
4121	<u>Temporary/ Substitute Personnel</u>
4131	<u>Staff Development</u>
4132	<u>Publication Or Creation Of Materials</u>
4136	<u>Nonschool Employment</u>
4158	<u>Employee Security</u>
4158	<u>Employee Security</u>
4211	<u>Recruitment And Selection</u>
4212	<u>Appointment And Conditions Of Employment</u>
4212.41	<u>Employee Drug Testing</u>
4212.41	<u>Employee Drug Testing</u>
4212.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4212.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4212.5	<u>Criminal Record Check</u>
4212.5-E(1)	<u>Criminal Record Check</u>
4212.6	<u>Personnel Files</u>
4213.5	<u>Working Remotely</u>
4215	<u>Evaluation/ Supervision</u>
4216	<u>Probationary/ Permanent Status</u>
4218	<u>Dismissal/ Suspension/ Disciplinary Action</u>
4218	<u>Dismissal/ Suspension/ Disciplinary Action</u>

Personnel

PROFESSIONAL STANDARDS

E 4119.21

4218.1	<u>Dismissal/Suspension/Disciplinary Action (Merit System)</u>
4219.1	<u>Civil And Legal Rights</u>
4219.11	<u>Sexual Harassment</u>
4219.11	<u>Sexual Harassment</u>
4219.22	<u>Dress And Grooming</u>
4219.23	<u>Unauthorized Release Of Confidential/ Privileged Information</u>
4219.24	<u>Maintaining Appropriate Adult-Student Interactions</u>
4219.25	<u>Political Activities Of Employees</u>
4219.25	<u>Political Activities Of Employees</u>
4231	<u>Staff Development</u>
4232	<u>Publication Or Creation Of Materials</u>
4236	<u>Nonschool Employment</u>
4258	<u>Employee Security</u>
4258	<u>Employee Security</u>
4311	<u>Recruitment And Selection</u>
4312.41	<u>Employee Drug Testing</u>
4312.41	<u>Employee Drug Testing</u>
4312.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4312.42	<u>Drug And Alcohol Testing For School Bus Drivers</u>
4312.5	<u>Criminal Record Check</u>
4312.5-E(1)	<u>Criminal Record Check</u>
4312.6	<u>Personnel Files</u>
4313.5	<u>Working Remotely</u>
4315	<u>Evaluation/ Supervision</u>
4317.7	<u>Employment Status Reports</u>
4319.1	<u>Civil And Legal Rights</u>
4319.11	<u>Sexual Harassment</u>
4319.11	<u>Sexual Harassment</u>
4319.22	<u>Dress And Grooming</u>
4319.23	<u>Unauthorized Release Of Confidential/ Privileged Information</u>
4319.24	<u>Maintaining Appropriate Adult-Student Interactions</u>
4319.25	<u>Political Activities Of Employees</u>
4319.25	<u>Political Activities Of Employees</u>
4331	<u>Staff Development</u>
4332	<u>Publication Or Creation Of Materials</u>
4336	<u>Nonschool Employment</u>
4358	<u>Employee Security</u>
4358	<u>Employee Security</u>
5141.4	<u>Child Abuse Prevention And Reporting</u>
5141.4	<u>Child Abuse Prevention And Reporting</u>
5142	<u>Safety</u>

Personnel

PROFESSIONAL STANDARDS

E 4119.21

5142	<u>Safety</u>
5145.3	<u>Nondiscrimination/ Harassment</u>
5145.3	<u>Nondiscrimination/ Harassment</u>
6162.54	<u>Test Integrity/ Test Preparation</u>
6162.6	<u>Use Of Copyrighted Materials</u>
6162.6	<u>Use Of Copyrighted Materials</u>
7110	<u>Facilities Master Plan</u>

Revised: 5/21/15; 03/26/2026