

You are probably asking yourselves why we created this brochure aren't you?

We created this brochure to inform you about the NAEYC Code of Ethics for the responsibilities to your colleagues, while teaching. The NAEYC Code of Ethics offers guidelines for responsible behavior and sets forth a common basis for resolving the principal ethical dilemmas encountered in early childhood care and education.



EDUCATION 130

Manchester College

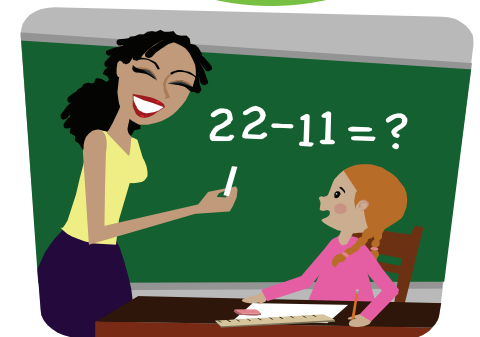
Education 130

Early Childhood Education

Manchester College
Early Childhood Education
Educ 130

**Responsibilities to
Colleagues**

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Ideals for Co-workers

- ⇒ We will establish and maintain relationships of respect, trust, confidentiality, collaboration, and cooperation.
- ⇒ We will share resources with co-workers, collaborating to ensure that the best possible early childhood care and education program is provided for your children.
- ⇒ We will support co-workers in meeting their professional needs and in their professional development.
- ⇒ We will correspond with co-workers professional development.

Principles

- ⇒ We shall recognize the contributions of our colleagues to our programs and not diminish their reputations.
- ⇒ We shall have concerns about the behavior of our co-workers and inform them of our concern in a respectful way.
- ⇒ We shall show care in expressing our views regarding the personal attributes or professional conduct of co-workers.
- ⇒ We shall not participate in practices that discriminate on the basis of sex, race, national origin, religious beliefs or other affiliations, age, marital status/family structure, disability, or sexual orientation.

Ideals for Employers

- ⇒ We will assist the program by providing the highest quality of service.
- ⇒ We will do nothing that diminishes the reputation of the program where we work unless to protect children .

Principles

- ⇒ We shall follow all of the program policies. If we disagree, we shall attempt to effect change through constructive action.
- ⇒ We shall speak or act on behalf of an organization only when authorized. We shall care to acknowledge when speaking and expressing a personal judgment.
- ⇒ We shall not violate laws or regulations designed to protect children and shall take appropriate action that is consistent.
- ⇒ We shall address the concern to the certain individual if we have concerns about their behavior , but if the children's well-being is at risk we shall report to an appropriate authority.
- ⇒ We shall inform the program's administration if we have concerns about the impact of quality care and education within the program.

Ideals for Employees

- ⇒ We will promote safe and healthy working conditions and policies that foster mutual respect, cooperation, collaboration, competence, well-being, confidentiality, and self-esteem in staff members.
- ⇒ We will create an environment where staff members feel free to speak and act in the best interests of children and families.
- ⇒ We will strive to secure adequate and equitable compensation for those who work with or on behalf of young children.
- ⇒ We will encourage and support continual development of employees in becoming more skilled and knowledgeable practitioners.



Principles

- ⇒ We shall draw upon expertise when making decisions concerning children and programs.
- ⇒ We shall provide staff members with safe and supportive working conditions that honor confidences and permit them to carry out their responsibilities.
- ⇒ We shall develop and maintain comprehensive written personnel policies that define the program standards.
- ⇒ We shall assist and inform any employees who do not meet the expectations of the program.
- ⇒ We shall conduct employee dismissals for just cause, in accordance with all applicable laws and regulations, and
- ⇒ We shall make judgments based on fact and relevant to the interests of children and programs when making evaluations and recommendations.
- ⇒ We shall make hiring, retention, termination, and promotion decisions based solely on a person's competence, record of accomplishment, ability to carry out the responsibilities of the position , and professional preparation specific to the developmental levels of children in his/her care.
- ⇒ We shall not make hiring, retention, termination, and promotion decisions based on an individual's sex, race, national origin, religious beliefs or other affiliations, age, marital status/family structure, disability, or sexual orientation.
- ⇒ We shall maintain confidentiality in dealing with issues related to an employee's job performance and shall respect an employee's right privacy regarding personal issues.

