












Responsibilities to Employees

Ideals

-  To promote policies and working conditions that foster mutual respect, competence, well-being, and positive self-esteem in staff members.
-  To create a climate of trust and candor that will enable staff and act in the best interests of children, families, and the field of early childhood care and education.
-  To strive to secure equitable compensation (salary and benefits) for those who work with or on behalf of young children.

Principles

-  Utilize the training, experience and expertise of staff members
-  Provide staff members with a safe and supportive working conditions
-  Maintain comprehensive written personnel policies that define program standards
-  If someone does not meet the standards they shall be informed of areas of concern
-  If an employee is dismissed they shall be informed of reasons when they are dismissed
-  In making evaluations and recommendations, judgements shall be based on fact and relevant to the child
-  Hiring and promotions shall be based solely on a person's record of accomplishments
-  Keep a good character

IAEYC Mission Statement:

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A Guide to Responsibilities to Colleagues

Taking a Look at:
 Co – Workers
 Employers
 Employees

As Part of the IAEYC
Standards

The Ethical Responsibilities To Colleagues

*The same ideals that apply to children are visible in our responsibilities to adults

In a caring and cooperative work place



Human dignity is respected



Professional satisfaction is promoted







Positive relationships are modeled



Based on the IAEYC core values their primary responsibility in this arena is to establish and maintain settings and relationships that support productive work and meet professional needs.

Responsibilities To Co-workers

Ideals



-  To establish and maintain relationships of respect, trust, and cooperation with co-workers
-  To share resources and information with co-workers
-  To support coworkers in meeting their professional needs and in their professional development
-  To accord co-workers due recognition of professional achievement

Principles




-  When we have concern about the professional behavior of a coworker we shall first let that person know of our concern in a way that shows respect for personal dignity and for the diversity to be found among staff members, and the attempt to resolve the matter collegially.
-  We shall exercise care in expressing views regarding the personal attributes or professional conduct of coworkers. Statements should be based on firsthand knowledge and relevant to the interests of children and programs.

Responsibilities To Employers

Ideals

-  To assist the programs in providing the highest quality of service
-  To do nothings that diminishes the reputation of the program in which we work unless it is violating laws and regulations designed to protect children or the provisions of this code.

Principles

-  When we do not agree with program policies, we shall first attempt to effect change through constructive action within the organization.
-  We shall speak or act on behalf of an organization only when authorized. We shall take care to acknowledge when we are speaking for the organization and when we are expressing a personal judgment.
-  We shall not violate laws or regulations designed to protect children and shall take appropriate action consistent with this Code when aware of such violations.

