



ARTICLE 5200: ACADEMIC FREEDOM AND RESPONSIBILITIES

AR 5220 Ethics Statement

1. Faculty members, guided by a deep conviction of the worth and dignity of the advancement of knowledge, recognize the special responsibilities placed upon them. Their primary responsibility to their subject is to seek and to state the truth as they see it. To this end faculty members devote their energies to developing and improving their scholarly competence. They participate in professional organizations in order to obtain cross fertilization of ideas and influence on the broader course of their profession. They accept the obligation to exercise critical self-discipline and judgment in using, extending, and transmitting knowledge. They practice intellectual honesty. Although faculty members may follow subsidiary interests, these interests must never seriously compromise the integrity of their academic mission.
2. As teachers and counselors, faculty members encourage the free pursuit of learning in their students. They hold before them the best scholarly and ethical standards of their discipline. Faculty members demonstrate respect for their students as individuals and adhere to their proper roles as intellectual guides and counselors. Faculty should be cognizant of their language and contribute to maintaining an atmosphere of mutual respect in the classroom. They attempt to motivate and guide all their students to achieve their full academic potential. Faculty members make every reasonable effort to foster honest academic conduct and to assure that their evaluations of students reflect each student's true merit. Faculty members do not interject their personal problems into the classroom and into academic judgments. They respect the confidential relationship between teacher-counselor and student. They avoid any exploitation, harassment, or discriminatory treatment of students. They protect the students' academic freedom. And nonteaching faculty, such as counselors and librarians, make themselves available to students and work to facilitate their learning. Nonteaching faculty have a responsibility within each of their specific areas to serve students, to maintain confidentiality, and to facilitate the ability of students to participate in college.
Sexual harassment of a student, faculty or staff by a faculty member or instructional aide is unethical behavior. Further, romantic or dating relationships between a faculty member or instructional aide and a student currently enrolled in the teacher's course, whether consensual or otherwise, are considered unethical.
3. As colleagues, faculty members have obligations that derive from common membership in the community of scholars. Faculty members do not discriminate against or harass colleagues. They respect and defend the free inquiry of associates. In the exchange of criticism and ideas faculty members show due respect for the opinions of others. Faculty members acknowledge academic debt and strive to be objective in their professional judgment of colleagues. Faculty members accept their share of faculty responsibilities for the governance of their institution. They carry out their responsibilities in maintaining accurate class records.
4. As members of an academic institution, faculty members seek above all to be effective teachers, advisers, and scholars. Although faculty members observe the stated regulations of the institution, provided the regulations do not contravene academic freedom, they maintain their right to criticize and seek revision. Faculty members give due regard to their paramount responsibilities and potential conflict of interest of work done outside it. When considering the interruption or termination of their service, faculty members recognize the effect of their decision upon the program of the institution and give due notice of their intentions.
6. As members of their community, faculty members have the rights and obligations of other citizens. Faculty members measure the urgency of these obligations in light of their responsibilities to their subject, to their students, to their profession, and to their institution. When they speak or act as private persons they avoid creating the impression of speaking or acting for their college. As citizens engaged in a profession that depends upon freedom for its health and integrity, faculty members have a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.

Reference: Ethics Statement adopted by Academic Senate June 14, 1988, amended June 9, 1992
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