

Section 4: Human Resources Management

Policy 4.07: Employee Ethics

Supporting Policies:

[6.02 Child Abuse \(Maltreatment\) Reporting Policy](#)
[6.16.01 Privacy and Information Management](#)
[6.27.01 Workplace Violence Policy](#)
[6.27.02 Workplace Harassment Policy](#)
[6.32 Purchasing Policy](#)
[6.36 Equity and Inclusive Education](#)
[6.42 Use of Information and Technologies and Resources](#)
[6.49 Board Code of Conduct](#)
[6.49.01 Safe Schools Policy](#)
[6.49.02 Progressive Discipline Policy Including Suspension and Expulsion](#)
[6.49.03 Bullying Prevention and Intervention](#)
[6.53 Accessibility Standards](#)

Supporting Procedures:

[Employee Ethics Procedures](#)

Supporting Protocols and Guidelines:

Supporting Templates and Forms:

Other Resources:

Education Act and Regulations
Teaching Profession Act
Municipal Freedom of Information Protection of Privacy Act
Accessibility Standards Act
Ontario Human Rights Code
Personal Health Information Protection Act (PHIPA)
Ontario Student Record (OSR) Guideline
Personal Information and Protection of Electronic Documents Act (PIPEDA)
Provincial and Federal Laws

Approved by Board Resolution #136-2015 02 24

Revised by Board Resolution #106-2019 11 26

Revised by Board Resolution #115-2024 09 24

1 POLICY

The Algoma District School Board is committed to holding all employees to high ethical standards, ethical attitudes and conduct that reflect a clear sense of their responsibility to perform their duties in the best interests of students, staff and the organization. By adhering to a Code of Ethics, employees will demonstrate leadership, accountability and transparency, and will merit the trust of students, parents, members of the educational community and the general public.



2 ADMINISTRATIVE DETAIL

1. This policy applies to all employees of the Algoma District School Board;
2. It is the responsibility of all employees to adhere to this Code of Ethics and to act at all times in good faith, and in the best interests of the organization;
3. Employees who are members of professional organizations are responsible for adhering to the ethical standards of their organizations in addition to this policy;
4. Current employees will review this policy and its accompanying procedure, on a yearly basis and will be required to indicate this through a declaration of review through the employee portal;
5. Upon hiring, new employees will be provided with and will review this policy and the accompanying procedure;
6. Violations of this policy may result in disciplinary action, up to and including dismissal.