

# Ethical Standards for Program Personnel including Teaching Professionals

(i.e. Music Educators/Coaches) and Program Volunteers)

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## Scope

Ethical Standards are professional behaviours expected from all Program Personnel that focus on the continual commitment to Program Participants, their families, other program colleagues/partners and the greater community.

## Introduction

The Ethical Standards for the Teaching Profession represent a vision of professional practice. At the heart of a strong and effective teaching profession is a commitment to students and their learning. Members of El Sistema Grey Bruce – The Big Sound (also referred to as The Big Sound and/or TBS), in their position of trust, demonstrate responsibility in their relationships with program participants, their families, TBS colleagues, other educational partners/professionals and the greater community.

## Purpose

The Purposes of these Ethical Standards for the Teaching Professionals are:

- to inspire Program music educators/coaches/mentors to reflect and uphold the honour and dignity of the teaching profession;
- to identify the ethical responsibilities and commitments in the teaching profession;
- to guide ethical decisions and actions in the teaching profession, and
- to promote public trust and confidence in the teaching profession.

## Commitment to Colleagues

TBS Teaching Professionals shall maintain a professional attitude and shall act with integrity in regard to colleagues in the profession.

TBS Music Educators/Coaches shall:

Respect the reputation of their colleagues and shall refrain from making false or malicious statements about colleagues.

Refrain from disclosing sensitive information about colleagues obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law.

# El Sistema Grey Bruce – The Big Sound

Communicate regularly and meaningfully with all members of The Big Sound teaching/coaching community.

Contact with the Media and/or the general public.

If a Music Educator/Coach/Mentor is approached by the media or a member of the public regarding an alleged incident and/or concern pertaining to TBD, the individual must refer the matter immediately to the Board of Directors.

## Commitment to Society

TBS Teaching Professionals shall:

Maintain the highest standard of professional conduct, personal integrity and accurately represent their professional qualifications.

Strive for continued growth in professional competencies

Be a positive resource in the community.

Empower their students to be positive leaders in their community.

## Responsibilities

These Ethical Standard Responsibilities apply to all TBS Personnel, including paid and unpaid staff (i.e. paid Musical Educators/Coaches and unpaid Program Volunteers)

## Care

The Ethical Standard of Care includes compassion, acceptance, interest and insight for developing students' social and musical potential. Program Music Educators/Coaches/Mentors and Program Volunteers shall express their commitment to students' well-being and learning through positive influence, professional judgment, positive modeling and empathy in practice.

## Respect

Intrinsic to the Ethical Standard of Respect are trust and fair-mindedness. TBS Music Educators/Coaches/Mentors and Program Volunteers shall honour human dignity, emotional wellness and cognitive development. In their professional practice and/or volunteer service, they model respect for spiritual and cultural values, social justice, diversity, confidentiality, freedom, democracy and the environment.

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## Trust

The Ethical Standard of Trust embodies fairness, openness and honesty. TBS's Music Educators/Coaches/Mentors and Program Volunteers' relationships with Program Participants (students), their families, colleagues, and the greater community are based on trust.

## Integrity

Honesty, reliability and moral action are embodied in the ethical standard of Integrity. Continual reflection assists TBS Music Educators/Coaches/Mentors and Program Volunteers in exercising integrity in their commitments and responsibilities to TBS.

## Commitment to Program participants and their Families

All TBS Personnel shall conduct their relationships with Program Participants and their families in a professional, respectful manner.

The safety of Program Participants is the highest priority. TBS Personnel shall familiarize their selves with all provided and stated policies, procedures, protocols, guidelines and/or best practices related to preserving the safety of the children and youth at all times within the TBS Program.

TBS Personnel shall respect the personal integrity and privacy of Program Participants and their families unless the law requires disclosure.

TBS shall clearly communicate the expectations of the Program.

All TBS Personnel shall encourage, guide and develop the social as well as the musical potential of each child/youth in the Program.

The Big Sound shall:

Treat each Program Participant/student with the same dignity and respect, without discrimination of any kind.

Promote recognition and acceptance of, and sensitivity toward, any ethno-cultural diversity within the Grey Bruce community.

Help Program Participants/students work to their full potential and develop their self-worth.

Maintain consistent standards of behaviour for all students.

Demonstrate care and commitment to academic excellence and a safe teaching and learning environment.

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## Professional Image

While there is no specific dress code, there are expectations that TBS Personnel dress appropriately.

TBS Personnel shall not swear/use inappropriate language (i.e. use any derogatory terms) under any circumstances in the presence of Program Participants.

Program Personnel shall never hit/strike a Program Participant, although it may be necessary to restrain a young person for their own protection or for your own or others' protection.

TBS Personnel must inform the Board of Directors if they witness actions or behaviour by Program Participants or other Program colleagues that is inappropriate.

TBS Personnel shall not smoke or consume alcohol (i.e. controlled substances) in the presence of the Program Participants.

Under no circumstances shall TBS Personnel engage in intimate relationships with their students.

In the case of a complaint (of any nature) by either a Program Participant and/or a member of TBS's Personnel, the Board of Directors will conduct an investigation in accordance with its Complaint Policy.

## El Sistema Grey Bruce – The Big Sound

### Acknowledgement & Agreement

I, \_\_\_\_\_, acknowledge that I have read and understand the Ethical Standards for Program Personnel of The Big Sound. Further, I agree to adhere to these Standards as they relate to my role with the organization and will ensure that any Program Personnel working under my direction also adhere to these Standards. I understand that if I violate the Ethical standards outlined in this document, I may face disciplinary action, up to and including termination.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Witness: \_\_\_\_\_