

GBEA ©**ETHICS AND CODE OF CONDUCT**

All employees of the District are expected to conduct themselves in a manner consistent with effective and orderly education and to protect students and District property. No employee shall, by action or inaction, interfere with or disrupt any District activity or encourage any such disruption. All employees shall at all times attempt to maintain order, abide by the policies, rules, and regulations of the District, and carry out all applicable orders issued by the Superintendent.

All employees of the District are expected to maintain high professional standards in their professional capacities. Therefore, the Board adopts the following Code of Conduct standards to which all employees are expected to comply.

Code of Conduct

The school employee:

- A. Makes the well-being of students the fundamental basis of all decision making and actions.
- B. Maintains fair, courteous, and professional relationships with students, parents, staff members, and other community members.
- C. Protects students from harmful conditions related to health, well-being or safety as is reasonably practicable.
- D. Fulfills job responsibilities with honesty and integrity
- E. Supports the principle of due process and protects the civil and human rights of all individuals, as reasonably practicable.
- F. Obeys local, state, and federal laws.
- G. Implements the Governing Board's policies and administrative rules and regulations.
- H. Refrains from using school contacts and privileges to promote political or sectarian religious views or personal agenda of any kind.
- I. Avoids using position for personal gain through political, social, religious, economic, or other influence.
- J. Maintains the standards and seeks to improve the effectiveness of the profession through research and continuing professional development.
- K. Stresses the proper use and protection of all school properties, equipment and materials.
- L. Honors all contracts until fulfillment or release.
- M. Maintains confidentiality in the performance of duties, unless disclosure serves legitimate District purposes or is required by law.

Consequences

Potential consequences to employees of the District who violate these rules may include, but are not limited to:

- A. Warning.
- B. Reprimand.
- C. Removal from school grounds.
- D. Suspension.
- E. Dismissal.
- F. Having consideration given to any such violations in the determination of or establishment of any pay or salary in later contracts or employment, if any.
- G. Applicable civil and criminal sanctions/penalties.

Adopted: Tuesday, August 11, 2026

LEGAL REF.:

A.R.S.

13-403

15-203(23)

15-505

A.A.C.

R7-2-205

R7-2-1301 – R7-2-1309

18 U.S.C. 2385