Professional and Ethical Conduct Policy

To ensure that the highest standards of professional and ethical conduct are promoted and supported in the Department of Teacher Education, candidates must adhere to the prescribed professional and ethical standards of the profession [e.g. North Dakota Education Standards and Practices Board, Interstate Teacher Assessment and Support Consortium, National Education Association, or other standards relevant to the profession]. Professional misconduct is defined as behavior that violates professional or ethical standards for the profession. It may include misconduct that demonstrates the candidate's unfitness for such profession or discipline.

A candidate who engages in professional or ethical misconduct may be subject to academic sanctions such as grade reduction, course failure, repeating field experiences (including the pre-service teaching experience), suspension or dismissal from the program or the University, or other sanctions as appropriate. Sanctions may also include a written reprimand, and/or written statement of misconduct filed into a permanent record.

Any person who observes or discovers that a candidate has engaged in professional or ethical misconduct should file a written complaint with the department chair within ten (10) business days of the date of discovery of the alleged violation. Upon receipt of the complaint, the department chair will, within ten (10) business days, discuss the alleged misconduct with the accused candidate and give the candidate an opportunity to respond. The chair may interview the complaining party and any other persons believed to have pertinent factual knowledge of the allegations. The chair may also review any other relevant evidence.

The chair will then determine whether there is a reasonable basis to believe that the candidate engaged in professional or ethical misconduct. If the chair determines that there is no reasonable basis to believe that the candidate engaged in professional or ethical misconduct, s/he will notify the candidate and the matter will be dismissed. If the department chair determines that there is a reasonable basis for believing that the candidate engaged in professional or ethical misconduct, s/he shall determine the appropriate sanction(s). If the candidate complies with the terms and conditions of the sanction(s), the matter will be closed.

If the candidate feels the decision of the chair was arbitrary and capricious, s/he may submit a formal appeal. A formal appeal must be submitted in writing to the Dean within five (5) business days of being notified of the sanction(s). After the decision of the Dean, the candidate may appeal in writing to the Provost within five (5) business days of the Deans' decision. The decision of the Provost (or his/her designee) is final.

Teaching is a career in which attributes of character, integrity, and other professional dispositions are as relevant as knowledge and skills. As such, I understand that should there be recurring and/or significant document dispositional issues, I may be dismissed from the program.

_____ Signature

Date