

STATEMENT OF PROFESSIONAL ETHICS FOR ALL EMPLOYEES

The faculty, staff, and administrators of Marshall University share a commitment to professional ethics as an obligation to our students, to the citizens of the state of West Virginia, and to each other as colleagues. To this end, we endorse the “Statement on Professional Ethics:” of the American Association of University Professors, the “Ethical Practices for College Presidents” statement of the American Association of State Colleges and Universities, the “Statement on Government of Colleges and Universities,” a joint statement of the American Association of University Professors, the American Council on Education, and the Association of Governing Board of Universities and Colleges, and the “Ethics Act” of the West Virginia Ethics Commission. All of these documents may be found online at <http://www.marshall.edu>.

All employees should strive to adhere to the following guiding principles derived from the above documents. This is not intended as a complete listing of standards included in those documents.

- Honesty and Trustworthiness in all professional dealings with others;
- Fairness and Equity, requiring that one does not discriminate or harass others;
- Respect for the opinions, needs, goals, and responsibilities of others;
- Full and open communication between and among colleagues, students, staff, and administrators;
- Impartiality in all professional decision making;
- Keeping primary the interests of both students and the institution;
- Acceptance and fulfillment of responsibility in the shared governance of the university;
- Integrity in all interactions with others;
- Confidentiality of information where appropriate;
- Adherence to the ethical standards of one’s discipline or field.

All employees are duty bound to maintain these ethical standards as well as to call attention to situations where these standards may have been violated. In such cases, existing grievance procedures should be pursued. These include W. Va. Code § 29-6A-1 (<http://www.state.wv.us/admin/grievanc/grievanc.htm>); Alternate Dispute Resolution Policy (<http://www.marshall.edu/human-resources/poly/p2100.asp>); and Faculty Personnel Committee.