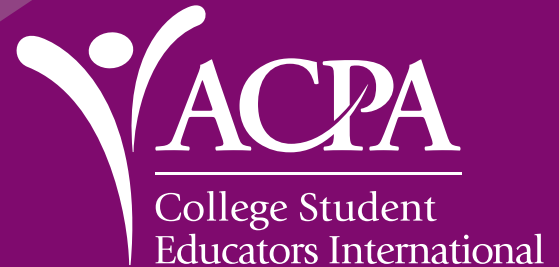


ETHICS

STATEMENT & RESOURCES



ETHICS COMMITTEE MISSION

As a committee, we are passionate about having ethical conversations, promoting ethical work environments, and making ethical decisions. Our members not only ask the hard questions about the work we do, how and why we do it, but also encourage colleagues to do the same. Our role within ACPA is:

- To promote the study and application of ethics in order to assist ACPA to further its Statement of Ethical Principles & Standards and enable its members to use ethics to promote the values, goals and ideals of the student affairs profession.
- To include educational outreach in many venues: conferences, workshops, research, publications, classrooms, and throughout institutions of higher education.
- To not only ask difficult questions about the work we do, how and why we do it, but to support others in doing the same.
- To demonstrate our passion through having ethical conversations, making ethical decisions, promoting ethical workplaces, and promoting pluralistic dialogue among ACPA members and throughout student affairs.

As a committee, we strive to apply our profession's and organization's ethical foundations and standards to our daily work. This involves examining our practice for congruence and agreement with those standards both individually and with the help of others.

ETHICAL STANDARDS

PROFESSIONAL RESPONSIBILITY & COMPETENCE

- Enhance the quality and understanding of student life
- Advocate for student welfare and concerns
- Advance the student affairs profession and its ideals
- Maintain the characteristics and competencies to effectively and responsibly fulfill professional roles
- Take responsibility for consequences of one's action/inaction

RESPONSIBILITY TO THE INSTITUTION

- Share responsibility with members of the academic community in fulfilling the institutional mission
- Promote student development
- Support institutional policies, programs, services, and interests
- Balance competing demands in an ethical manner

ACPA ETHICAL FOUNDATIONS

- **Act To Benefit Others**
- **Promote Justice**
- **Respect Autonomy**
- **Be Faithful**
- **Do No Harm**

HISTORY

Initially developed in the early 1990's as an ad hoc committee reporting directly to the president, the ACPA Ethics Committee developed the original Statement of Ethical Principles & Standards, widely used by student affairs professionals and organizations. Since the publication of the original Statement, the committee served as an advisory body, assisting professionals who had questions about ethical issues. In 2004, ACPA President Jeanne Steffes asked Dr. Jane Fried to initiate a review of the current statement and propose recommendations making it more relevant to current issues and practice. The new Statement was approved by the Executive Council at the 2006 Annual Convention.

STUDENT LEARNING & DEVELOPMENT

- Support the academic missions of institutions of higher learning
- Be knowledgeable about the student developmental processes and its complexities
- Develop and increase multicultural competence
- Incorporate theoretical perspectives and practical examples to further learning
- Treat students with respect

RESPONSIBILITY TO SOCIETY

- Contribute to the improvement of personal and professional communities
- Act as advocates for social justice
- Respect all aspects of individuality and its differences
- Recognize that our communities are enhanced by social and individual diversity
- Work to protect human rights and promote respect for human diversity in higher education

SUGGESTIONS FOR RESOLVING ETHICAL MISCONDUCT

In an ideal situation, it is recommended you take aside the person who is affected by the inappropriate action(s)/words and the individual being inappropriate. Initiate a private conversation between the persons in the spirit of collegiality and sincerity to address any possible lack of awareness or understanding of ethical behavior. Pursue institutional resources with the help of mentors, supervisors, faculty, colleagues, and/or peers that may assist in resolving the problem.

Request consultation from the ACPA Ethics Committee to gain a better understanding of how the ACPA Statement of Ethical Principles & Standards relates to the situation.

The committee can provide perspectives on the ethical issues/dilemmas involved and suggestions as to what action(s) could be taken. *Contact us!*

Many of our resources are available to download on our Web site along with current membership information and updates.

myacpa.org/ethics

THE ETHICS COMMITTEE OFFERS:

A. Preassembled Resources – PowerPoint presentations, bulletin board materials, case studies, supplemental educational handouts, reference and Web site links.

B. Educational Resources for Placement & Mentor/Mentee programs – The committee has developed two documents highlighting elements of the Statement of Ethical Principles & Standards that are directly applicable to the various aspects of the job search process for candidates and employers, as well as the intricate components of mentor/mentee relationships. These documents are designed to serve as a resource for candidates, employers, mentees, and mentors to ensure that interactions and processes include ethical considerations.

C. Conference Presentations – Review convention schedules for Ethics Committee sponsored programs, Ethics Committee open meetings, or consider submitting conference programs on this topic.

D. Consultation – If you are struggling with an ethical dilemma, how to address unethical behavior, or how to resolve ethical inconsistencies, you can submit a written description of the situation to a member of the ACPA Ethics Committee, omitting data identifying person(s) involved. Committee members will provide a summary of opinions regarding the ethical appropriateness of the conduct or practice in question as well as some suggestions as to what action(s) could be taken. No specific situation or action will be judged as “unethical” and responses from the Committee are given in an advisory capacity only and do not constitute an official statement from ACPA. Contact the ACPA Executive Director or Committee Chair for more information.