



Code of Ethics

Institutions of higher education are entrusted by society with great resources and commensurately great responsibilities for creation, dissemination, and preservation of knowledge. College and university administrators and staff play a key role in assuring that high standards of ethical practice attend to the custody and use of these resources. The personal and professional conduct of employees reflects on his or her institution, the collective profession, and the higher education enterprise at large. To guide the administration and staff in setting and practicing high standards of ethical conduct, Antioch University has adopted the following code of ethics¹.

Antioch University embraces the values expressed in this code and advocates their observance by its administrators and staff.

The conduct of Antioch University administrators and staff should be characterized by integrity and dignity, and they should expect and encourage such conduct by others.

Antioch University administrators and staff should adopt and be faithful to personal values that:

- accord respect to self and others;
- preserve honesty in actions and utterances;
- give fair and just treatment to all;
- accept intellectual and moral responsibility;
- aspire to achieve quality;
- refuse conflict, or the appearance of conflict, between personal and institutional interests; and
- engender forthright expression of one's own views and tolerance for the views of others.

Administrators and staff should act with competence and should strive to advance competence, both in self and in others.

Administrators and staff should understand and support his or her campus' objectives and policies, should be capable of interpreting them within and beyond Antioch University, and should contribute constructively to their ongoing evaluation and reformulation.

¹ Adopted from the NACUBO "Code of Ethics."

Administrators and staff should communicate to Antioch colleagues the content of this code of ethics and should strive to ensure that the standards of professional conduct contained therein are met.

In discharging his or her duties in accordance with this Code of Ethics, Antioch University administrators and staff should enjoy the following rights:

- the right to work in a professional and supportive environment;
- the right to have a clear, written statement of the conditions of his or her employment, procedures for professional review, and a job description outlining duties and responsibilities;
- within the scope of his or her authority and policy, the right to exercise judgment and perform duties without disruption or harassment; and
- freedom of conscience and the right to refuse to engage in actions that violate the ethical principles contained in this code or provisions of law.

Adopted by the Board of Governors, October 31, 2009; Resolution 10.31.09:14.