8.5 **ENDS POLICY V**

Assure the integrity and quality of programs and services by integrating human resource planning with institutional planning, and systematically develop personnel policies and procedures that are equitably and consistently administered.

8.5.1 **Qualified Personnel and Professional Development**

The district will employ personnel who are qualified by appropriate education, training, and experience to support programs and services. The district will provide opportunities for professional development.

Monitoring report: HR Recruitment/Staffing (Accred. Standard III A 2) 
Professional Development (Accred. Standard III A)

8.5.2 **Commitment to Diversity**

The district will demonstrate commitment to diversity and the significant role played by employees of diverse backgrounds.

Monitoring report: HR Recruitment/Staffing (Accred. Standard III A 2)

8.5.3 **Employee Agreements**

The district will assure that employees are treated equitably and evaluated regularly and systematically. Negotiated agreements with employee groups shall be fair, equitable, and affordable.

Monitoring report: Negotiated agreements with employee groups (as needed)

8.5.4 **Institutional Code of Professional Ethics (Accred. Standard III A 1 d)**

This code is developed in recognition and furtherance of the district's Ethics and Conflict of Interest Policy 1.4, the Faculty Senate’s Faculty Ethics Statement, the Student Code of Conduct, Governing Board and the employment group agreements and plans.

To foster each student’s educational opportunity and to assist in the achievement of identified outcomes, all employees are responsible for promoting the college’s Core Values.
Further, as agents of the public’s trust and stewards of the Chaffey College Mission, all Governing Board members, managers, faculty, staff members, and student workers are responsible for conducting themselves with the highest ethical standards.

STANDARDS OF ETHICAL CONDUCT

To guide the community in setting and practicing high standards of ethical conduct, Chaffey Community College employees shall practice and demonstrate:

1. Respect
   - Being respectful of self, others, and our diverse communities
   - Respecting the integrity and professionalism of administrators, faculty, staff and students

2. Responsible Stewardship
   - Accepting responsibility and being accountable
   - Performing consistently and completely the duties of their office
   - Cultivating and sustaining high academic and professional standards
   - Acting within laws, regulations, and district policies and procedures
   - Protecting the district from misappropriation
   - Creating and maintaining an outcome-based learning environment
   - Modeling ethical behavior

3. Integrity
   - Being honest in word and action
   - Avoiding conflicts of interest, or its appearance, between personal and institutional interests
   - Making objective, well-informed decisions in the best interest of the college
   - Challenging unethical work-related behavior

4. Equal and Inclusive Treatment
   - Creating an environment where all people in the institution empower each other to excel
   - Facilitating inclusive access to education
   - Being inclusive and valuing others’ differences
   - Promoting equality of opportunity for the diverse communities of the institution

5. Confidentiality
   - Maintaining confidentiality within scope of responsibility