

NAEYC Commission Code of Ethics

Trust is the foundation of effective Commission work. As an organization, NAEYC seeks to develop a culture of trust, which is essential for our work to have lasting value. Trustworthiness means that we do what we say we will do, that we are honest, and that we strive for accuracy in the information we share.

Trustworthiness is based on *character*, the positive qualities that we possess, and on *competence*, what we can do. To be effective, Commission members must have both character *and* competence.

With trust at the foundation of our work, we have established this code of ethics to guide our work as Commissioners.

As a Commission member I will:

- (a) Fully and enthusiastically support the NAEYC vision, mission, core values and beliefs, strategic priorities and all other Board-adopted policies and fully and enthusiastically support the Higher Education for Early Childhood Accreditation Commission's vision, mission, core values, beliefs and strategic priorities
- (b) Actively participate in, and contribute to, an open, professional culture by respecting and seeking to understand diverse points of view.
- (c) Work to assure that the NAEYC Accreditation of Early Childhood Higher Education Programs system continues to grow as a high-performing, inclusive organization of groups and individuals and using this framework in my Commission deliberations by:
 - i. considering the evidence that diverse points of view are embedded in the process and results of any initiative
 - ii. and considering the impact of any decision on multiple dimensions of diversity, including but not limited to race/ethnicity, culture/language, class, gender, sexual orientation, differing abilities/special needs professional role, program type, education level, age, and geography, and
 - iii. Considering the impact on current staff and leadership.
- (d) Promote the work of the NAEYC Accreditation of Early Childhood Higher Education Programs system to the field and to the public at large, and take ownership of the work we do together.
- (e) Embrace and respect ideas, insights, and concerns that evolve out of the values of diverse cultures and belief systems.
- (f) Represent and serve the needs of NAEYC Accreditation of Early Childhood Higher Education Programs system, *not* a particular geographic region, organization, or constituency.

In my work on the Commission I will:

- (g) adhere to all Commission policies, including but not limited to policies on confidentiality, conflict of interest and inurement prohibition, and anti-corruption.
- (h) Respect and support all decisions of the Commission.
- (i) Work with the other Commission members and members of the staff in the spirit of harmony and cooperation.
- (j) Participate actively in Commission meetings, Commission activities and on committees, and follow through on my Commission commitments, tasks, and responsibilities.
- (k) Make the necessary commitment of time and diligence to fulfill my Commission responsibilities.
- (l) Encourage and participate in open, inclusive, and respectful dialogue regarding all Commission issues, concerns, and discussions.
- (m) Recognize that since the Commission consists of individuals with differing perspectives, debate is necessary and encouraged.
- (n) Be well informed about developments and issues that may come before the Commission.
- (o) Work to learn more about my responsibilities and to improve my effectiveness.
- (p) Keep confidential any proceedings of the Commission that are not yet ready for public dissemination, except where disclosure is required by law.
- (q) Have the courage to offer a minority opinion when necessary and be willing always to listen to, respect, and consider opinions offered by others.
- (r) Speak directly to individuals involved about issues of concern regarding those individuals
- (s) Handle concerns or complaints in a professional manner – directing operational concerns to NAEYC; and directing concerns about policy to the Chair of the Commission.
- (t) Call to the attention of the Commission any issues that may have an adverse impact on NAEYC, the accreditation system or those the Commission serves.
- (u) Act impartially and not seek preferential treatment from or for any organization or individual inside or outside NAEYC.
- (v) During Commission discussions, disclose any potential conflict of interest related to the issue under discussion and exclude oneself from Commission decisions where involved in a conflict of interest.
- (w) Not use Commission position for personal advantage or the advantage of friends or relatives.

Finally, I understand that I must bring any violations of this Code of Ethics, my own or those of another Commission member, to the attention of NAEYC and the Chair of the Commission and that in doing so I am helping to assure the strength and integrity of NAEYC and safeguard the field of early childhood education.