

Texas Alliance of Black School Educators

Ethics Policy

The Texas Alliance of Black School Educators; a national organization, requires that its members exemplify , encourage high cultural, intellectual, moral character, high standards and that their actions exemplify the public and personal behaviors that reflect the ideals and principles of professionalism.

The purpose for this Ethics Policy is to support a culture of openness, trust, and integrity among the members of the Texas Alliance of Black School Educator's (TABSE) in communication, management and business practices. A well-understood ethics policy requires the participation and support of every person associated with the organization.

In the membership of the Texas Alliance of Black School Educators, we are dedicated to working with our employees, volunteers, partners, vendors and members to reduce any misunderstandings. . We are committed to conducting all of TABSE's affairs and activities with the highest standards of ethical conduct. Our NABSE Code of Conduct, outlined in our Policy Manual, provides guidance for decisions and actions during our operations.

We are committed to the responsible use of TABSE's assets, to provide accurate, complete and objective information, to respect the confidentiality of financial and other information, to act in good faith and exercise due care in all we do, to comply with all rules and regulations and to proactively promote ethical behavior.

The Texas Alliance of Black School Educator's Code of Ethics is built on TABSE's values. As such, we acknowledge our individual responsibility to ensure our collective success by practicing and promoting the following values. These values reflect a shared view of how we want to operate and be seen by others.

Our Values

Integrity

We pursue our mission with honor, fairness and respect for the individual, ever mindful that there is no "right way" to do the "wrong thing." We uphold the values of TABSE in every action and decision. We are committed to act in good faith, to comply with the rule of law and TABSE's policies and regulations.

Inclusiveness

We are dedicated to a single purpose, fueled by a diversity of thought and action. We serve responsibly as members of all the affiliates in which we live and work. Our intent is for our members to represent leadership, so we can maximize the relationship between our members.

Dedication

At TABSE, we remain dedicated to our members and our cause. We hold ourselves to the same standards of excellence that make the Texas Alliance of Black School Educator's a premier organization. We are committed to discovery and continuous improvement in developing and implementing our programs, products, and services.

Excellence

We believe that striving to be the best in our work, our relationships, our ideas and our services is the greatest demonstration of our pledge to member satisfaction. We are determined to do the best at what

matters most. Our success depends on our members' ability to deliver the consistent level of excellence expected by all who rely on us.

Sensitivity

We value our TABSE members and treat them with respect as individuals. We operate in a climate of openness and trust in which each of us fully grants others respect and cooperation.

Vision

In an effort to support our mission, we are willing to take prudent risks. We strive to be proactive, innovative and creative in all we do.

Code of Ethics

The summary code of ethics includes the following provisions:

- The members of the Board of Directors, Consultants to the Board, Appointed and Elected members of National Alliance of Black School Educators must:
 - Be honest and ethical in their conduct, including and disclosure ethical handling of actual or apparent conflicts of interest between personal, business, financial and professional relationships.
 - Comply with applicable government laws, rules and regulations.
 - Maintain the confidentiality of information entrusted to them by the TABSE except when authorized or otherwise legally obligated to disclose.
 - Deal fairly with TABSE members, vendors, competitors, volunteers, and employees.
 - Provide constituents with information that is accurate, completely objective, relevant, timely, and understandable.
 - Proactively promote ethical behavior as a responsible partner among peers in the work environment.
 - Protect and ensure the proper use of the organization's assets.
 - Prohibit improper or fraudulent influence over the External Auditor.
 - To respect and comply with TABSE Constitution, By-Laws, Policies and Procedures and all documents approved by the Board of Directors and as required.

Our People

The Texas Alliance of Black School Educators are committed to provide a work environment that values respect among its voluntary members and employees. All Human Resource policies and activities are intended to create a respectful workplace where every individual has the opportunity to reach their highest potential.

Employees are provided opportunities regardless of race, color, religion, gender, national origin, sexual orientation, marital status, age, veteran status, or disability. These policies apply to both applicants and employees in all phases of employment including, recruiting, hiring, placement, training, development, transfer, promotion, demotion, performance reviews, compensation, benefits, and separation from employment.

We will evaluate how we are living up to our code of ethics by requesting feedback on a regular basis from our employees and members. We will provide all of our stakeholders a mechanism to report unethical conduct. We will begin with employee and new board member orientation and regularly communicate all of these expectations to employees and members.

The Texas Alliance of Black School Educators employees, volunteers, contractors, and members are expected to report any practices or actions believed to be inappropriate to their supervisor, president, governing board or via the TABSE ethics committee.

Our Members

We are dedicated to 100 percent member satisfaction. We are devoted to developing “member enthusiasm” and are passionate about exceeding member expectations. We dedicate ourselves to anticipating the changing needs of members and creating timely, innovative and superior programs, products, and services.

Conflict of Interest

The underlying principle of “conflict of interest” is that employees and voluntary members should avoid any activity, investment, or interest that might reflect unfavorably on the reputation of the Texas Alliance of Black School Educator’s organization.

As affiliates of the Texas Alliance of Black School Educators, employees and voluntary members are obligated to place the interest of TABSE, in any transaction involving TABSE, ahead of any personal interest , personal agenda or personal gain, and to disclose all facts in any situation where a potential conflict of interest may arise.

Employees and voluntary members are expected to seek clarification of and discuss any questions about potential conflict of interest with their supervisor, president, governing board, or use the ethics committee.

Organization Property and Information

Employees and volunteers are expected to protect and maintain confidentiality regarding the TABSE’s property including cash, equipment, records, and employee and member information.

Reporting Ethics Violations

If you have questions or concerns about compliance with the subjects described in this policy, or are unsure about what is the “right thing” to do, we **strongly encourage** you to first talk with your affiliate president, regional representative or the president of the governing board. If you are uncomfortable talking to any of these individuals for any reason, refer to the ethics committee to report your concerns. Reporting of ethics violations will be treated as confidential information and can be communicated anonymously.

I have read, understand and agree to comply with each of the terms of the Ethics Policies as a board member. I have received a signed a copy of the agreement and a copy will be maintained at the National Office.

Signature of Member

Date

Printed Name of Member

