

NBTA Code of Professional Conduct

The Pledge

We, the members of the New Brunswick Teachers' Association (NBTA), accept the responsibility to practice our profession according to the highest ethical standards, prioritizing student learning, respecting diversity, and continuously improving practice. Members will show good faith, courtesy, and collegiality towards other members.



1. Member-Students/Parents/Guardians

a Members shall regard as their first obligation to contribute to students' comprehensive (physical, educational, social/emotional) development.

b Members have regard for the dignity, liberty and integrity of students under their supervision and should be just, equitable, and fair in all relationships.

c Members have responsibilities in regard to the safety of their students.

d Members are in a special position of trust and responsibility in regard to their students.

e Members maintain high standards of professional competence and endeavor to develop in their students an appreciation for high standards of accomplishment.

f Members respect the confidential nature of information, and do not divulge other than through professional channels, any information of a personal or domestic nature, concerning either students or home, obtained through the course of professional duties.

g Members seek to establish professional relationships with parents/guardians that will serve the best interests of their students.

h Members under contract with an educational authority shall not accept remuneration for tutoring their own pupils in subjects or programs taught to the pupil by the member.

2. Member-Member/Profession

a Members' conduct should advance and promote the teaching profession and the cause of education in the province.

b Members should maintain high standards of professional competence and make ongoing efforts to improve professionally.

c Members respect the dignity and worth of all people and ensure that they are treated equally and without discrimination.

d Members contribute to maintaining the integrity of the profession and support the NBTA in promoting the collective interests of members.

e Members avoid all conflicts of interest that arise from, or that might impair their employment.

f Members strive to be supportive of other members, the Association, its Directors, and Executive and ensure that any criticism of professional conduct is as outlined in articles g - i.

g Members shall avoid conversations and any other type of communication about other members and refrain from repeating any information considered confidential. It is understood that the Code is not to be used to settle personal animosities.

h Except as outlined in article i, members who have concerns with the professional conduct of another member(s), the Association, its Directors, or Executive, shall directly address the concern with the individual or group.

i Members will not criticize a fellow member except (i) when demanded or authorized by law or workplace policies; (ii) in response to factual information by the administrative staff, in carrying out the normal course of their duty to the employer; or (iii) where warranted to protect the interest of the profession.

j Members respect the authority of the Collective Agreement.

k Members will not recognize any individual or group except the NBTA and the NBTF as the official voice of teachers.

l Members will not seek to change NBTA policy, collect organizational information, or initiate advocacy except through the structures of the NBTA (Local Branch, Board of Directors, Executive, Annual General Meeting). It is understood that requests and suggestions brought to these forums will be considered within the mandate of the NBTA and the interests of the collective membership.



Scan for implementation guide

Effective: August 1, 2025



NBTA
New Brunswick
Teachers' Association